

# Equity, Inclusion, & Diversity Committee

## Purpose of the EID Committee






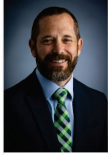




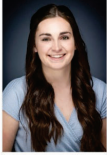







- The Equity, Inclusion, and Diversity (EID) Committee is tasked with developing, reviewing, and evaluating EID policies and initiatives to create and sustain an inclusive environment, aiming to celebrate and promote understanding and respect for diverse people.
- To facilitate campus-wide dialogue pertaining to the issues of Equity, Inclusion, and Diversity.
- To provide a system of accountability for the Inclusion Plan activities.
- A place to discuss new EID initiatives, events, and programs and the impact of the EID on campus climate and sense of belonging.

[VIEW CHARTER AND CHARGES](#)

## Objectives

- 1 Shared definitions.** Facilitate adoption and understanding of campus-wide shared definitions of equity, inclusion, diversity, cultural competence, and sense of belonging.
- 2 Programs.** Coordinate needs and opportunities assessments of the EID and culturally competent campus programs. Facilitate the development and evaluation of plans for EID programs. Create a system of EID knowledge dissemination and data collection within and between colleges and divisions.
- 3 Curriculum.** Coordinate the needs and opportunities assessment of needs of the EID and cultural competency components of academic programs and classroom experiences.

## Committee Members

|  |  |  |  |
|--|--|--|--|
| <br><b>EID COMMITTEE CHAIR</b><br>Raffa Qudus                             | <br><b>COLLEGE OF SCIENCE</b><br>Committee Chair: Stephen Chamberland                 | <br><b>COLLEGE OF ENGINEERING</b><br>Committee Chair: Saeed Sijal     | <br><b>WOODBURY SCHOOL OF BUSINESS</b><br>Committee Chair: Lynnne Erickson             |
| <br><b>SCHOOL OF EDUCATION</b><br>Committee Chair: Benton Brown          | <br><b>SCHOOL OF THE ARTS</b><br>Committee Chair: Jim Godfrey                        | <br><b>COLLEGE OF HUMANITIES</b><br>Committee Chair: Maghana Kawan   | <br><b>COLLEGE OF HEALTH AND PUBLIC SERVICE</b><br>Committee Chair: Barbara Burr      |
| <br><b>MARKETING AND COMMUNICATION</b><br>Committee Chair: Matt Serrano | <br><b>ADMINISTRATION AND STRATEGIC RELATIONS</b><br>Committee Chair: Gail Schwartz | <br><b>PEOPLE AND CULTURE</b><br>Committee Chair: Aveline Gunzle    | <br><b>INSTITUTIONAL ADVANCEMENT</b><br>Committee Chair: Billy Choise                |
| <br><b>DIGITAL TRANSFORMATION</b><br>Committee Chair: Todd Harper       | <br><b>RACE</b><br>Committee Chair: Susan Dunn                                      | <br><b>STUDENT SUCCESS</b><br>Committee Chair: Dianne McAdams Jones | <br><b>FACULTY PROMOTION &amp; DEVELOPMENT</b><br>Committee Chair: Leandra Hernandez |
| <br><b>ACADEMIC ADMINISTRATION</b><br>Committee Chair: Kathryn Brown    | <br><b>FELLOW FOR STUDENT SUCCESS</b><br>Committee Chair: Jessi Hill                |  |  |

Inclusion and Diversity | inclusion@dvu.edu | (973) 882-0271 | Page 14 of 24

|   |   |  |   |
|---|---|--|---|
| <b>STUDENT</b><br>ADMISSIONS<br>ACADEMICS<br>CAREER SERVICES<br>LOOKING TO ATTEND DUU?<br>CURRENT STUDENT<br>ALUMNI & DONOR | <b>EMPLOYEES</b><br>CAREER OPPORTUNITIES<br>EMPLOYEE RESOURCES<br>DIRECTORY<br>PEOPLE & CULTURE | <b>COMMUNITY</b><br>ATHLETICS<br>VISITORS & COMMUNITY<br>OFFICE OF THE PRESIDENT<br>ABOUT DUU/DIVERSITY<br>ALUMNI<br>INCLUSION & DIVERSITY<br>STRATEGY<br>GET TO DUU<br>CONTACT US | <b>UTILITY</b><br>COMPLAINTS<br>MAPS / PARKING<br>SECURITY/HEALTH<br>EMERGENCY<br>POLICE<br>FIRE/SAFE<br>SEARCH<br>ACCESSIBILITY<br>TITLE IX / LEGAL OPORTUNUNITY |
|---|---|--|---|

# CAMPUS INCLUSION AND DIVERSITY COMMITTEE

## STRUCTURE AND CHARGE

### Charge and Responsibilities

The Campus Inclusion and Diversity Committee facilitates and advocates for the institutional support of Equity, Inclusion, and Diversity in conjunction with the Chief of Inclusion and Diversity Officer (CIDO). The Committee will serve as a sounding board for the campus community on matters related to Equity, Inclusion, and Diversity (EID), campus climate, and sense of belonging. In that capacity, it will regularly collaborate with the Campus Climate Committee and divisional inclusion committees to solicit information from various campus constituencies and issue findings and recommendations for improvement. The Committee will also design and implement Inclusion and Diversity efforts and work with and support the efforts of other campus offices and programs.

Under the leadership of the Chief Inclusion and Diversity Officer, this committee's general responsibility is to advise the President, the President's Cabinet, and University Executive Council (UEC) on issues relating to EID for faculty, staff, and students.

### Specifically, the CEIDC's responsibilities shall be to:

- Develop and implement the UVU's Inclusion Plan and partner with offices and programs as appropriate.
- Implement and support efforts that foster a sense of belonging for students and employees.
- Create an Inclusion and Diversity communication plan to highlight the efforts and resources available for students and employees.
- Support the university in its commitment to recruit, hire, develop, and retain the best possible staff and faculty and ensure the well-being of the overall community.
- Develop and maintain a mechanism that coordinates and promotes EID events and programs across the university.
- Report on the committee's efforts and recommendations for improvement through appropriate channels and summarize efforts in an annual report submitted to the President and the UEC.
- Design and attend diversity training utilizing consultants as needed.
- Be EID advocates in their respective units by promoting awareness of policies and support training (workshops, lectures, and seminars) on EID-related topics.
- Share lessons learned from each area (i.e., divisional inclusion committees)

### Leadership, Membership, and Terms of Service

A Chief Diversity Officer leads campus-wide EID efforts. The Chief Diversity Officer's duties are broader than the work encompassed by Inclusion and Diversity Committee. This position reports directly to the Vice President of People and Culture and quarterly reporting to the President. It works collaboratively with all divisions to ensure the University's goal of embracing Inclusion and Diversity is realized. The CIDO is responsible for:

- Lead the development, coordination, and implementation of initiatives, programming, and services that promote equity, inclusion, and diversity.
- Ensure that inclusion initiatives align with the university's strategic completion goals.
- Strengthen access, belonging, community, and opportunity at the University
- Provide guidance and support to executive leadership, faculty, staff, and students as needed.
- **Build on UVU's strategic Inclusion and Diversity plan and efforts.**
- Track data on the progress made over time to make UVU more inclusive and diverse.
- Communicating the University's commitment to Inclusion and Diversity to the internal and external community.
- CIDO will report directly to the VP for People and Culture and quarterly to the university president. The CIDO serves on the Cabinet, the President's Council, and the University Executive Council.

The CEIDC will have approximately 22 members. Representatives on the committee should be members of the divisional inclusion committee in their areas and are expected to serve for two years. These terms will be staggered to provide continuity for the committee's work. Student membership will be one year, with determinations made each spring for the next academic year.

### **Support Staff**

The presidential intern and the administrative assistant to the CIDO support CEIDC. The Program Coordinator of the Office of Inclusion and Diversity is responsible for coordinating the documentation and managing the Teams Channel and other communication channels as needed. For 2023-2024 the presidential intern is Angela Alcalá, and the administrative assistant, is Julia Escobar.

### **Member Expectations**

The VP areas or Deans nominate CEIDC members to that committee and can have representation from all divisions and colleges. Members represent their Sub-inclusion committee and are responsible for liaising between their division/college and the CEIDC.

CEIDC members are expected to:

- Attend and participate in all meetings or nominate a member of this inclusion committee who cannot attend.
- Review all materials for committee initiatives and provide inputs.
- Serve as a liaison between the CEIDC and this division/college.
- Maintain awareness of EID issues in general and Utah County.

### **Organization**

CEIDC will meet monthly during the academic year on a schedule coordinated by the committee chair and support staff.

### **Chair Responsibilities**

The CIDO will develop the annual agenda and agendas for each meeting and may add items to the agenda, at the request of the members, where appropriate to the committee's responsibilities.

# Campus Inclusion and Diversity Committee Structure



## Campus Inclusion and Diversity Committee List

| Organization Structure      | Position  | Department                      | Member                       |
|-----------------------------|---|---------------------------------|------------------------------|
| <i>Academic Affairs</i>     | Academic Administration                         | Academic Administration         | Kat Brown                    |
|                             | Academic Administration (Faculty RTP)           | Literacies & Composition        | Erika Johnson                |
|                             | Innovation Academy                              | Psychology                      | Jessi Hill                   |
|                             | Student Success                                 | Nursing                         | Dianne McAdams Johns         |
|                             | COS   | Chemistry                       | Steve Chamberland            |
|                             | SOE   | School of Education             | Benton M. Brown              |
|                             | SOA   | School of Arts                  | Jim Godfrey                  |
|                             | CET   | Computer Science                | Sayeed Sajal                 |
|                             | CHSS  | French                          | Walter Temple                |
|                             | CHPS  | CHPS                            | Barbara Burr                 |
|                             | WSB   | <b>PENDING</b>                  |                              |
| <i>Non-Academic Affairs</i> |   |                                 |                              |
|                             | <i>Students Affairs</i>                         | Inclusive Excellence            | Tara Vie                     |
|                             | <i>People and Culture</i>                       | Culture and Communications      | Justine Gamble               |
|                             | <i>Planning, budgeting, finance</i>             | Policy Office                   | Cara O'Sullivan              |
|                             | <i>Institutional Advancement</i>                | Communications                  | Billy Clouse                 |
|                             | <i>Digital Transformation</i>                   | Institutional Research          | Todd Harper                  |
|                             | <i>Administration &amp; Strategic Relations</i> | VP Finance & Administration     | Gail Schwanitz               |
|                             | <i>Marketing and Communication</i>              | Communication & Marketing       | Matt Serrao                  |
|                             | <i>General Council</i>                          | <i>General Council</i>          | Cathy Jordan                 |
|                             | <i>Faculty Senate</i>                           | Elementary Education            | Sandie Waters                |
|                             | <i>PACE</i>                                     | School of Business              | Susan Dunn                   |
|                             | <i>Students</i>                                 |                                 |                              |
|                             |   | Inclusion Officer               | Ava Gonzalez                 |
|                             | <i>UVUSA</i>                                    | Office of Inclusion & Diversity | Priscilla Villaseñor-Navarro |
|                             | <i>Presidential Interns</i>                     | <i>People and Culture</i>       | Deborah Colino               |