

Committee on Diversity 2019-2020

Members

Arts (1)	Chelsea Reynolds Nicholson (chair)
Education (1)	Jane Cobia
Nursing (1)	Tameka Pritchett
Arts and Sciences (3)	Lynda Jentsch, Stephen Chew, Hugh Floyd
Health Professions (1)	Candice Adams-Mitchell
Pharmacy (1)	Bernadette D'Souza
Business (1)	Bill Belski
Law (1)	Cassandra Adams
Public Health (1)	David Cecil
Divinity (1)	Allen Ross
Library (1)	Keta Harmon

Ex-Officio, non-voting members

Provost or Designee	
Professional Studies	
Staff Advisory Council Representative	
Student Representative	Nathan Peace

Meeting Dates

TBD

Charges

In an effort to realize the University's core values and be consistent with the Faculty Statement on Diversity, this committee shall have responsibility in three areas:

1. Structure. The Diversity Committee shall promote institutional inclusiveness, equality, and diversity by:
 - a. Reviewing and reporting on efforts of faculty to ensure and promote diversity
 - b. Reviewing and reporting on efforts of admissions and other administrative branches to recruit and retain a diverse student body

2. Process. The Diversity Committee shall promote efforts to build a campus culture that promotes equality, inclusiveness, and diversity by:
 - a. Reviewing student life, student organizations, and student ministries and reporting findings
 - b. Recommending the establishment of policies and procedures addressing issues of equality and diversity among faculty, and assisting in developing these where appropriate
 - c. Analyzing best practices among other universities with well-established diversity programs, and recommending, as appropriate, those to be incorporated into the campus culture
 - d. Reviewing the Faculty Statement on Diversity annually and recommending revisions
 - e. Promoting activities that celebrate diversity
 - f. Reviewing the inclusiveness of campus programming and activities
 - g. Finding educational opportunities and raising awareness of these among members of the University

h. Supporting initiatives that encourage University partnerships with diverse off campus communities

3. Advocacy. The Diversity Committee may address actions and statements within the University that disempower or disaffirm anyone based on that person's group membership by:

a. Observing University communication and recommending language that may be more appropriate

b. Reviewing the intellectual, social, and spiritual events on campus and suggesting means of enhancing diversity where appropriate

c. Advocating against discrimination

d. Serving as a resource for information and moral support on issues related to group identity and diversity