President's Steering Committee on Diversity, Equity, and Inclusion

Update for Staff Council

June 10, 2020

Christine Grant

Jane Horvath

Committee Co-Chairs

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President's Steering Committee on Diversity, Equity, and Inclusion

Context: Background and History

August 2017

President's Committee on Diversity, Equity, and Inclusion

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President's Steering Committee on Diversity, Equity, and Inclusion

Committee Charge:

Develop a definition of diversity, equity, and inclusion

Create and manage a series of events that highlight diversity, equity, and inclusion

Take an inventory of what we have in place that supports diversity, equity, and inclusion

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Committee Charge:

Thoughtfully consider new step/initiatives moving forward

Formulate strategies for recruiting and retaining diverse faculty and staff

Formulate strategies to retain diverse students

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President's Steering Committee on Diversity, Equity, and Inclusion

Fall 2017-Spring 2018

The Committee formed 3 subcommittees to address item 10 of the 12-Point Program

I.   Connecting DEI efforts across campus

II. Articulating a definition of DEI at UHART

III. Holding the campus accountable for a commitment to action

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President's Steering Committee on Diversity, Equity, and Inclusion

Working with offices and constituents across campus the Committee:

* enriched our community with events

* helped move conversations to modify our work practices across campus

* played a foundational role in the University's ongoing commitment to DEI

President's Steering Committee on Diversity, Equity, and Inclusion

The Committee's work:

* helped in the creation of the Steering Committee

* informed its charge and structure

* identified its central responsibilities:

leading, advocating, and assisting in the coordination of DEI efforts

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President's Steering Committee on Diversity, Equity, and Inclusion

2019-2020 Steering Committee on DE&I Work Structure:

- Full Committee

- Four Work Groups

1. Policy, Procedures, and Practices Work Group

2. Population Work Group

3. Academic Work Group

4. Assessment Work Group

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President's Steering Committee on Diversity, Equity, and Inclusion

- Spring 2020

- Work Groups- Inventory, Review, and Assess

- Campus Information Sessions Facilitated by Steering Committee Co-Chairs

  - Combined Cabinet

  - Faculty Senate

  - SGA

  - Staff Council

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President's Steering Committee on Diversity, Equity, and Inclusion

- The Steering Committee on DE&I

  - Met 4 times

  - Work Groups will produce reports in May

  - Provide a report to the President in June

  - Summer-Fall 2020

    - Policy Formation

    - Recommendations

  -COVID-19-Mindful of Impact

  Goals to provide resources, help to mitigate

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Thank you.

Any Questions?