

## **Office of Inclusive Excellence and Belonging**

### **University Advisory Council on Inclusive Excellence & Belonging**

#### **Description & Function**

The University Advisory Council on Inclusive Excellence serves as a collaborative body dedicated to advancing inclusion and belonging across all aspects of campus life. This group works to create and sustain a campus community where all students, faculty, staff, and visitors feel valued, respected, and empowered to thrive. The council examines systemic barriers and promotes practices that foster belonging for individuals from all backgrounds and identities through recommendations on strategic initiatives, policy, and community-engaged partnerships.

**Goal 1: Collaborate on Strategic Initiatives:** In collaboration with the Office of Inclusive Excellence, identify specific projects and initiatives each semester/academic year ensuring alignment with the critical few objectives: (1) relentless commitment to student success, (2) strengthen the financial posture of the university, (3) elevate organizational culture and confidence with all stakeholders, and (4) demonstrate active leadership in the greater Hartford area and beyond.

**Goal 2: Provide Leadership and Advocacy for Inclusive Excellence:** Serve as institutional advocates and strategic advisors for inclusion and social justice initiatives across the university community. This includes providing guidance to senior leadership on embedding Inclusive Excellence into university culture and operations, supporting the institution's identity as a welcoming community that celebrates who we are, and advocating for the development and implementation of comprehensive programs and initiatives that allows all students, faculty, and staff to thrive.

#### **Advisory Council Composition**

##### **Core Membership (12 members)**

- **Faculty Representatives (4-5 members):** To include as much representation across colleges as much as possible.
- **Staff Representatives (3-4 members):** One representative from Student Affairs, One representative from Human Resources, One representative from Academic Affairs (rotate representation from different units in these divisions each year).
- **Student Representatives (2 members):** One undergraduate student (appointed by Student Government); One graduate student (appointed by Graduate Studies); Terms: 1 year, renewable once.
- **Administrative Representatives (2 members):** Example - Associate/Assistant Provost or Dean (appointed by Provost), Director-level administrator from support services
- **Consultation Members (As needed):** External community partners, Alumni representatives, Subject matter experts for specific initiatives

##### **Leadership**

- **Chair:** Vice President of Inclusive Excellence or designee

- **Vice-Chair:** Rotates annually between faculty and staff representatives
- **Student Co-Chair:** Elected from student representatives to ensure student voice in leadership

### **Meeting Structure & Commitment**

- To ensure targeted areas are addressed, sub-committees will be formed to work on specific projects. Meeting times will vary.
- Larger committee will meet once a month during the academic year. Commitment of approximately three (3) meetings in the fall and three (3) in the spring.
- Additional meetings as needed
- Commitment: one-year of service