Diversity and Inclusion
Charge

• “create an ad hoc committee for the 2012-2013 AY to support the ongoing Inclusive Excellence Framework collaborative review and to consider whether or not a standing committee be established to deal with matters pertaining to diversity. The committee shall consist of nine tenured faculty members, each elected by his or her collegial faculty, three members at large elected by the Academic Senate, and the Vice President and Associate Provost for Diversity and Inclusion or his or her delegate (ex officio).”
Challenges to IEF

• Conversion
• New College Leadership
• General Lack
  – Recognition
  – Understanding
  – Implementation
Need

• Annually Assess and Report efforts across the institute for diversity and inclusion
• Coordination and Communication among the various existing offices and initiatives in diversity and inclusion.
  – Perhaps led by the office of Diversity and Inclusion
• Address the perception that there is not equal access to advancement.
Request

• We requested and were granted an additional year to do further evaluation pertaining to
  – To support the ongoing collaborative review of the Inclusive Excellence Framework
  – To determine if there is a need to establish a standing committee to deal with matters pertaining to diversity
Committee

- Beth Carle, Associate Professor, CAST
- Juan Cockburn, Associate Professor, KGCOE
- Henry Hinesley, GLBT Center Coordinator
- André Hudson, Assistant Professor, School of Life Sciences, COS
- Benjamin N. Lawrance, Hon. Barber B. Conable, Jr. Endowed Chair of International Studies, COLA
- Joy Oguntebi, Assistant Professor, COB
- Marianne O’Loughlin, Associate Professor, CIAS
- Sylvia Perez-Hardy, Associate Professor, GCCIS
- Charlotte Thoms, Associate Professor, NTID
- Kristen Waterstram-Rich, Professor, CHST