

Diversity, Equity and Inclusion Council Charter

(July 26, 2022)

Mission:

The Diversity, Equity, and Inclusion Council advocates for a living, learning, and working campus environment that values diversity, inclusive excellence, and equity-mindedness so as to better enable Cedar Crest College to educate the next generation of leaders.

Vision:

The Diversity, Equity and Inclusion Council shall lead, coordinate, and monitor Cedar Crest College's strategic commitment to diversity, advising the President on how to promote an inclusive environment that supports students, faculty, and staff of diverse identities. To achieve its mission, the Diversity and Inclusion Council will:

- Advocate for and promote Cedar Crest College's statement on the value and definition of diversity;
- Collaborate with the Faculty Council and specific campus offices to monitor the effectiveness of strategic initiatives that provide for a diverse and inclusive campus climate, improved recruitment and retention of faculty, staff, and students from groups underrepresented in higher education, increased attention to diversity and inclusion in curricular and co-curricular affairs, and community outreach;
- Advise and support the Center for Diversity and Inclusion on programming, outreach, and other issues to provide for an inclusive campus climate; and
- Develop campus leaders on issues related to diversity, inclusion, and equity-mindedness through education, professional development, and campus programming.

The Diversity, Equity, and Inclusion Council reports to the College President.

Scope of the Work

All groups that are dedicated to DEI work on Cedar Crest College will report up to the Diversity Council. Membership of the council will reflect membership of each of the campus groups. Time will be allotted at each meeting for any news that needs to be reported from any of the DEI groups.

The charge of the D&I Council is to assist in the development of a supportive campus environment where students, faculty, and staff feel safe, included, have a voice, can learn, grow, and achieve success without barriers. The committee will:

- Provide recommendations to the College's administration on issues related to diversity, equity, and inclusion.

- Continuously assess the campus climate among faculty, staff, and students and work with administration to directly address these issues.
- Participate in available professional development opportunities.

Structure of the Council:

Each member of the council will be a member of a sub-committee that will work to address the needs of the campus as it relates to the strategic plan.

The membership of the council will also reflect the membership and participation with other DEI groups at CCC and will steer the activities of the groups.

The sub-committees are:

Access and Equity

- o Advise on the rating, selection, and training of diversity advocates.
- o Plan and coordinate staff onboarding
- o Support college wide initiatives
- o Explore the feasibility of creating a Staff Council

Diversity Education Development

- o Continue to support the Faculty Council (FAC) and the Committee on Undergraduate Education (CUE) to develop course content and academic experiences related to diversity.
- o Identify gaps and interests in diversity-related education and identify resources for faculty, staff, and students.
- o Support college-wide initiatives

Campus Climate

- o Create supportive environments for faculty, staff, students, and the greater community who identify as members of marginalized groups
- o Highlight achievements of faculty, staff, and students
- o Support DEI affinity groups
- o Identify opportunities to engage with the community
- o Support the implementation and assessment of a campus climate survey every two years

Membership

The Diversity, Equity, and Inclusion Council will be co-chaired by the Executive Director of Diversity and Inclusion, a staff representative, and a faculty representative. The staff and faculty representative co-chairs shall be appointed by the Executive Director of Diversity and Inclusion. Council membership shall include, in addition to the Executive Director of Diversity and Inclusion, the Provost, the Vice President of Student Success and Services (or appointee); the Vice President of Enrollment Management (or appointee); the Director of Traditional

Admissions (or appointee); the Director of the School of Adult and Graduate Education Admissions (or appointee); the Director of Cressman Library; the Director of Community Standards and Residence Life; the Executive Director of Human Resources and Title IX Coordinator; the Director of Student Accessibility Services; the Director of International Programs and Global Initiatives; the Director of Alumnae Affairs; other staff members as may be appointed by the President, with recommendations from the President's Cabinet; three (3) faculty members, elected by the faculty, who shall each serve a term of three years; and two (2) students, one representative from the Student Government Association and one Center for Diversity and Inclusion advocate. Faculty representatives to this committee are nominated by FPC on the basis of interest in service to this group as part of a slate. The Diversity, Equity, and Inclusion Council membership will consist of the Executive Director of Diversity and Inclusion and at least 14 members, including faculty, staff, and students.

Recorder

The graduate assistant for the office of Diversity and Inclusion will attend all meetings to record minutes and provide additional administrative support to the committee.

Accountability

- DEI Council members will participate in meetings on scheduled standing dates.
- Council members will participate in sub-committees to ensure that the Council's work is progressing.
- Appointed sub-committee chairs will provide a written report at the end of the semester in advance of the final meeting for the semester.
- During each meeting, discussion will be encouraged regarding sub-committees' progress, challenges, and areas of opportunity.
- Council members are required to serve a 3-year term, unless in a continuing *ex officio* capacity.
- Attendance at regular monthly meetings and/or subcommittee meetings is expected unless there is a conflict with scheduling of other responsibilities. Opportunities for teleconference/TEAMS meetings will be available. In the event that a member cannot meet on a regular basis, the member may be asked to reconsider membership.

Reporting Relationship:

The DEI Council will submit an annual report at the end of the academic year to the President of the College. The Council will report on processes to the President's Cabinet as requested. Annual reports will be archived on the DEI website.

Cedar Crest College Diversity Statement:

Founded under the mission to expand women's access to higher-education, Cedar Crest College values difference in a diverse, inclusive, and equitable learning environment. The College is committed to educational excellence, leadership, and civic engagement in a pluralistic society. We thus embrace an inclusive community that brings together students, faculty, and staff of

different racial and multi-racial, ethnic and multi-ethnic, gender and sexually diverse, religious and nonreligious, economic, and national identities and ages. Our educational mission includes students who have been historically underrepresented in higher education, such as students of color, first-generation college students, international students, students of varying ability or disability, and other identities.