

CHARTER COMMITTEE ANNUAL REPORT TO THE SHARED GOVERNANCE COUNCIL

Committee: Charter Committee on Diversity, Equity, and Inclusion

Report Year: 2018 - 2019

Committee Chair(s)	Sarah Bruch, Assistant Professor, Department of Sociology Angela Lamb, Assistant Director, Academic Support & Retention
Committee Members	<p>Faculty Sarah Bruch, Sociology Maurine Neiman, Biology Damani Phillips, Music Amy Chastain, English Second Language</p> <p>Staff Angela Lamb, Academic Support and Retention Marc Doobay, Family Medicine Sarah Andrews, UI Libraries Carly Armour, Student Disability Services</p> <p>Students Winnie Uluocha Madhuri Belkale Danielle Thomas Fatima Tall</p> <p>President (Designee) Melissa Shivers</p> <p>Administrative Liaisons Teri Schnelle, VP Student Life Teresa Kulper, Human Resources Anne Ricketts, Research Administration Diane Finnerty, Office of the Provost Vacant, General Council</p>
Committee Charge	<p>2.8(13) Committee on Diversity Charter</p> <p>Charge. The Charter Committee on Diversity shall be governed by the terms of the General Charter with membership confirmed by the Chief Diversity Officer. In addition, the Committee shall:</p> <ol style="list-style-type: none"> 1. Advise on the formulation, review, and application of policies and guidelines that promote and support the full contributions of all of the University's diverse faculty, staff, and students. 2. Consider and recommend actions that will help support and fulfill diversity-related commitments made by the University under the University of Iowa Strategic Plan and other University programs, plans, and policies. 3. Provide a forum to which faculty, staff, and students may refer questions and recommendations concerning University diversity-related policies and procedures.

Current Year Meeting Dates	<div> September 6, 2018 November 13, 2018 October 3, 2019 January 25, 2019 </div> <div> February 25, 2019 April 4, 2019 April 29, 2019 </div>
Please indicate the typical frequency of meetings (e.g., first Tuesday of month at 4 pm). If there are subcommittees, please indicate the frequency of those meetings, too.	<p>Meetings were typically scheduled on a monthly basis. In order to accommodate as many schedules as possible, we purposefully did not schedule meetings for the same day or time each month.</p>
Current Year Activities	<ul style="list-style-type: none"> • In order to better align the goals and objectives of the Committee on Diversity with outcomes and recommendations of the 2019-2021 Excellence through Diversity, Equity, and Inclusion Action Plan, we requested, and were approved, to rename this committee the University of Iowa Charter Committee on Diversity, Equity, and Inclusion. • Helped organize listening sessions with undergraduate and graduate students that expanded on diversity, equity, and inclusion questions from the 2018 Student Experience in the Research University (SERU) Survey findings and gathered stakeholder input regarding specific strategies for improving the campus climate (information collected from this process was one of several components utilized by a team of UI faculty and staff to inform the development of a campus-wide action plan- see below). • Discussed and helped plan for and advertise the public release of the Excellence through Diversity, Equity, and Inclusion Action Plan (https://diversity.uiowa.edu/action-planning), based on lessons learned and best practices used in the UI's previous release of Working at Iowa and Speak Out surveys. • Held discussions on the role of this committee and how its members can support and contribute to work and policies related to diversity, equity, and inclusion. These discussions have been documented and will be brought to the new AVP-DEI in preparation for 2019 – 2020.
Topics your committee anticipates addressing during the coming year	<ul style="list-style-type: none"> • The role of the Charter Committee on Diversity in the context of the new Diversity, Equity, and Inclusion Action Plan, the Path Forward committees, and other related initiatives on campus. • Evaluate and discuss the committee charge and consider possible recommendations for changes that allow the committee's work to better align with institutional expectations and needs. • The committee has composed a list of discussion topics and potential projects that the chairs will take to TaJuan Wilson, the new Associate Vice President of Diversity, Equity, and Inclusion, in order to create a

	more collaborative, coordinated agenda for this committee moving forward.
Other issues of concern	<p>Areas of concern that the committee discussed this year and hope to address next year include:</p> <ul style="list-style-type: none"> • A clear set of expectations should be developed so committee members know what is expected of them. • Clarification is needed on the role of the committee liaisons. • Committee members should receive training and orientation at the start of each academic year. • Who should be appointed to this committee? Are there certain requirements (i.e. competencies) that we should expect of its members?
What should we tell applicants for this committee regarding expectations of members (anticipated workload, existence of subcommittees, etc.)?	Members should expect to attend meetings that meet for approximately one hour each month. Subcommittee work, which is not required of committee members, could potentially account for a few hours of work each semester, depending on the committee's current projects. Committee members may also periodically be asked to research information for special projects or reports.
The Faculty Senate Office collects agendas and minutes from the charter committees to send to the university archives. Please let us know the best way to get that information from you (e.g., direct us to a website, put us on the committee's distribution list, etc.).	Agendas and minutes exist for most committee meetings. The best way to access this information is to contact angela-lamb@uiowa.edu .
<i>Recommendations, if any, to the shared governance groups.</i>	