

CHARTER COMMITTEE ANNUAL REPORT TO THE SHARED GOVERNANCE COUNCIL

Committee: Charter Committee on Diversity, Equity, and Inclusion

Report Year: 2019-2020

Committee Chair(s)	<p>Janette Taylor, Associate Professor, Gender, Women's and Sexuality Studies, African American Studies & Nursing</p> <p>Angie Lamb, Assistant Director, Academic Support and Retention</p>
Committee Members	<p>Faculty Armando Duarte, Dance Janette Taylor, Nursing Damani Phillips, Music Amy Chastain, English Second Language</p> <p>Staff Angela Lamb, University College Sarah Andrews, UI Libraries Chuy Renteria, Hancher Auditorium Shuhui Lin, International Programs</p> <p>Students Vacant, GPSG appointee Vacant, GPSG appointee Ruth Kahssai, UISG appointee Alexia Sanchez, UISG appointee</p> <p>President (Designee) Vacant <i>Note- Provost Fuentes provided leadership for the committee this year</i></p> <p>Administrative Liaisons Teri Schnelle, VP Student Life Teresa Kulper, Human Resources Anne Ricketts, Research Administration Vacant, 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	<p>October 11, 2019 December 16, 2019 January 24, 2020 February 14, 2020 April 14, 2020</p>
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 are typically scheduled on a monthly basis and held at various days and times to accommodate as many schedules as possible. Fewer meetings were held this year due to having weather and COVID-19 related cancellations; a September meeting was not scheduled because committee leadership was still in the process of preparing for the upcoming year.</p>
Current Year Activities	<ul style="list-style-type: none"> • The 2019-2021 Excellence through Diversity, Equity, and Inclusion Action Plan outlines several strategies specifically aimed at advancing and communicating a clear message that diversity, equity, and inclusion are inextricably linked to the core missions of the University of Iowa and central to our core values. While Goal One, Strategy 1-E directs the university to, “Ensure that administrators, faculty, and staff are effective at promoting, modeling, and implementing diversity, equity, and inclusion core values” Goal Two further develops this concept by calling on the institution to “Recruit, retain, and advance a diverse campus community of faculty, staff, and students.” <p>Work has already begun in various capacities in this area, most notably in the staff-related strategies and faculty search and selection processes. However, absent from current work is the institution’s critical task of developing DEI-related competencies that apply to all faculty performance appraisals. Taken a step further, little work has been done to communicate the institution’s DEI-related expectations and core values to prospective faculty. In late Fall 2019, Provost Fuentes asked the committee to begin this important work by gathering similar best practices and research-based strategies utilized by peer institutions and assembling this information into a set of recommendations for implementation at the University of Iowa.</p> <p>Work began on this project during the Spring 2020 session. However, due to interruptions from COVID-19, and the implications this and other current events could have on the outcome of this project, we have requested to extend our work into the Fall 2020 semester.</p> <ul style="list-style-type: none"> • The committee continued discussions from 2018-2019 on the role of the committee and how its members can contribute to institutional efforts in relation to diversity, equity, and inclusion. • During the Spring 2020 semester, we invited shared governance leaders to present to the committee on the work they are doing and provided space for input and feedback (per our charter role as a campus forum and advisor).
Topics your committee anticipates addressing during the coming year	<p>We plan to continue work on the faculty-related DEI project from the Office of the Provost. In addition, we hope to continue serving as a sounding board for shared governance and path forward groups, and will</p>

	again invite group leaders to attend at least one meeting per semester and provide updates and opportunities for feedback from the committee.
Other issues of concern	Ongoing from previous years- a clear set of expectations for committee members, the role of this committee on campus, in relation to other groups doing similar work, and leadership (given the AVP-DEI role is still unfilled, we will continue to report to Provost Fuentes at this time.
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>	