

**CHARTER COMMITTEE ANNUAL REPORT TO THE SHARED GOVERNANCE COUNCIL**

Committee: Charter Committee on Diversity, Equity, and Inclusion

Report Year: 2020-2021

<p><b>Committee Chair(s)</b></p>	<p>Armando Duarte, Professor, Department of Dance Angie Lamb, Assistant Director, Academic Support and Retention</p>
<p><b>Committee Members</b></p>	<p><b>Faculty</b> Armando Duarte, Dance Amy Chastain, English Second Language Sohit Kanotra, Otolaryngology Anny Curtius, French and Italian</p> <p><b>Staff</b> Angie Lamb, University College Shuhui Lin, International Programs Christine Norquest, Academic Advising Center Dana Dominguez, Pomerantz Career Center</p> <p><b>Students</b> Ezra Carr, USG appointee Kevin Drahos, USG appointee Logan Drake, GPSG appointee Milad Mohebali, GPSG appointee</p> <p><b>Administrative Liaisons</b> Teri Schnelle, VP Student Life Teresa Kulper, Human Resources Leslie Revaux, Research Administration Vacant, Office of the Provost Vacant, General Council</p> <p><b>Ex-Officio Member</b> Elizabeth Tovar, Office of the President</p>
<p><b>Committee Charge</b></p>	<p><b>2.8(13) Committee on Diversity, Equity, and Inclusion Charter</b> (Amended 6/24/05; 5/07; 6/09; 7/13; 5/1/19)</p> <p>a. Charge. The <a href="#">Charter Committee on Diversity, Equity, and Inclusion</a> shall be governed by the terms of the General Charter with membership confirmed by the Associate Vice President for Diversity, Equity, and Inclusion. In addition, the Committee shall:</p> <ol style="list-style-type: none"> <li>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.</li> <li>2. Consider and recommend actions that will help support and fulfill diversity-, equity-, and inclusion-related commitments made by the university under the University of Iowa Strategic Plan and other university programs, plans, and policies.</li> <li>3. Provide a forum to which faculty, staff, and students may refer questions and recommendations concerning university diversity-, equity-, and inclusion-related policies and procedures.</li> </ol>

<p><b>Current Year Meeting Dates</b></p>	<p>October 7, 2020  November 4, 2020  December 11, 2020  January 27, 2021  February 26, 2021  March 26, 2021  April 21, 2021  May 10, 2021</p>
<p><b>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.</b></p>	<p>Hourly meetings are typically scheduled on a monthly basis and held at varying days and times to accommodate as many schedules as possible. All meetings this year were held on Zoom. While the committee does not currently have any subcommittees, we have discussed the possibility of adding these in future years.</p>
<p><b>Current Year Activities</b></p>	<ul style="list-style-type: none"> <li>• 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.”</li> </ul> <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 requested to extend our work into the Fall 2020 semester. In March 2021 the finished product was sent to Liz Tovar, Joseph Yockey, and Kevin Kregel.</p> <ul style="list-style-type: none"> <li>• The committee reviewed and provided feedback to the Office of Strategic Communications on its new Diversity, Equity, and Inclusion Style Guide. We also reviewed and provided feedback from the 2030 Sustainability Goals DEI Working Group’s draft document.</li> </ul>

	<ul style="list-style-type: none"> <li>• In November, committee members began collecting thoughts on potential DEI committee work, based on the committee charge, and provided actions for how each idea could potentially be implemented. This information was collected via a shared document. From here, the committee chairs drafted a Charter Committee on Diversity, Equity, and Inclusion Action Plan. Once finalized, this document was shared with Liz Tovar as well. While some of the action items in this plan have already been implemented, committee chairs plan to draw from this document as we move forward with plans for the 2021 – 2022 academic year.</li> <li>• Liz Tovar, Associate VP for Diversity, Equity, and Inclusion met with committee chairs and attended multiple committee meetings to communicate her vision for this committee and share progress on the UI’s DEI Action Plan (and where this committee fits into that plan). Moving forward, it is the intent that this committee will take a more active role in its charge to serve as a forum for DEI-related work on campus, inviting shared governance leaders, as well as leaders from other DEI groups on campus, to share their work with us. This will create more opportunities for collaborative work and facilitate a centralized location for information gathering on campus DEI efforts.</li> <li>• In March, Maria Lukas, Deputy General Counsel in the General Counsel’s Office, Eric Rossow, Senior Advisor in the VP of Student Life and Dean of Students Office, and Pete Matthews, VP External Relations in the Office of the President, met with our committee and discussed potential implications of DEI-related bills that were currently being considered by the Iowa General Assembly; they also reviewed the UI’s new Free Speech at Iowa website.</li> <li>• This spring, as the UI began to move forward again in its strategic plan process, we asked committee members to provide ideas and recommendations on how aspects of DEI should be considered in this.</li> <li>• During our final meetings this year, considerable time was dedicated to roundtable discussions and sharing among committee members. We intend for this practice to continue in the future, with at least 10 minutes of every meeting spent this way.</li> </ul>
<p><b>Topics your committee anticipates addressing during the coming year</b></p>	<p>We plan to move forward on items in our committee’s action plan and increase our role as a sounding board and forum, inviting DEI-related leaders on campus to share at each of next year’s meetings.</p>
<p><b>Other issues of concern</b></p>	<p>Ongoing from previous years- a clear set of expectations for committee members and the role of this committee on campus, in relation to other groups doing similar work, However, now that Liz’s position has been filled permanently and our committee’s action plan has been developed, we feel confident that, moving forward, this will become less of an issue or area of concern.</p>
<p><b>What should we tell applicants for this committee regarding expectations of members</b></p>	<p>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</p>

<p><b>(anticipated workload, existence of subcommittees, etc.)?</b></p>	<p>each semester, depending on the committee's projects. Committee members may also periodically be asked to research information for special projects or reports.</p>
<p><b>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.).</b></p>	<p>Agendas and minutes exist for most committee meetings. The best way to access this information is to contact <a href="mailto:angela-lamb@uiowa.edu">angela-lamb@uiowa.edu</a>.</p>
<p><i>Recommendations, if any, to the shared governance groups.</i></p>	<p>We strongly recommend that students' terms be lengthened to two years, rather than just one year. Seniors could still be asked to serve on this committee but their positions would need to be filled upon graduation.</p>