

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

**Committee:** Charter Committee on Diversity, Equity, & Inclusion

**Report Year:** 2021 - 2022

<b>Committee Chair(s)</b>	Armando Duarte, Professor, Department of Dance Angie Lamb, Assistant Director, Academic Support & Retention, University College
<b>Committee Members</b>	<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> Hana-May Eadeh, GPSG appointee Samyukta Karthik, USG appointee Patricia Posada Rodriguez, 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>
<b>Committee Charge</b>	<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>September 8, 2021  October 13, 2021  November 10, 2021  February 21, 2022  March 21, 2022  April 18, 2022  May 9, 2022</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>Meetings are typically held monthly (a few were cancelled this year due to multiple schedule conflicts) for one hour. In the past, meetings were scheduled at different days/times each month to accommodate more schedules. However, per committee member feedback, this year we held meetings at regularly scheduled times. Selected days/times were based on committee member preferences received via survey. Fall meetings were held the 2<sup>nd</sup> Wednesday of the month at 8:15 – 9:15 and Spring meetings were, for the most part, scheduled for the 3<sup>rd</sup> Monday of the month from 8:30 – 9:30. All meetings were held on Zoom.</p>
<p><b>Current Year Activities</b></p>	<p>Liz Tovar, Associate VP for Diversity, Equity, and Inclusion attended this year’s second committee meeting to communicate her vision for this committee and share progress on the UI’s Strategic Planning process as it relates to DEI work.</p> <p>In February, at their request, the committee reviewed and provided feedback on the newly revised International Program's Diversity, Equity, and Inclusion Working Statement.</p> <p>We concentrated on building connections and learning from other DEI-related committees on campus, and we chose to focus on hearing from the Diversity Councils. Invitations were sent to each Council Chair to present on a list of questions (compiled by members of the DEI Charter Committee). We were able to coordinate presentations from the LGBTQ+ Council, the Pan Asian Council, the Council on the Status of Women, and the Native American Council. The committee also began the process of reviewing its charge for potential updates. We began this process by reviewing similar institution-level committees at other BIG 10 and peer institutions; this information has been compiled and is ready for next year’s DEI Charter Committee members to consider for next steps. Lastly, we made time during every meeting to hear from committee members on DEI-related updates or information they wanted to share with the committee. This served as a community building activity for the committee and helped committee members stay more informed of campus-wide activities.</p>
<p><b>Topics your committee anticipates addressing during the coming year</b></p>	<p>Continue to review the committee charge and invite other DEI-related committee leaders to present to our committee on their group’s activities. This could include additional presentations from Diversity Councils, leaders from collegiate DEI committees, members of shared governance DEI-related committees, etc.</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. Also, we wonder if student appointments could be for two years, instead of one.</p>
<p><b>What should we tell applicants for this committee regarding</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 each semester, depending on the</p>

<p><b>expectations of members (anticipated workload, existence of subcommittees, etc.)?</b></p>	<p>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>Available upon request; email <a href="mailto:angela-lamb@uiowa.edu">angela-lamb@uiowa.edu</a></p>
<p><b><i>Recommendations, if any, to the shared governance groups.</i></b></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>