

All-College Committee on Equity, Inclusivity and Belonging

Function:

- It shall monitor the college's adherence to and legal compliance with policies and legislation such as Titles VI, VII, IX, the ADA and Rehab Act, the PHRA, etc.
- It shall ensure ongoing dialogue to enhance and improve all policies related to harassment and discrimination.
- It shall monitor trends in the field, receive, review, and make recommendations to senior leadership relative to proposed substantive changes to policies related to harassment and discrimination.
- It shall monitor, engage and educate our community relative to bias-related concerns.
- It shall monitor and report progress on the Inclusivity Strategic Plan to the community.
- It shall ensure that students, faculty and staff are educated about and receive professional development on issues of equity, inclusivity & belonging.
- It shall ensure that departments and divisions are creating unified and cohesive inclusivity efforts in their creation of extra- and co-curricular programming; it shall not recommend or pursue any course of action that would impede academic freedom.
- It shall advise on education and training to ensure recruitment and retention of a diverse student body, faculty and staff.

Composition:

- 4 faculty: at-large – with vote
- (Faculty will be nominated taking into consideration representation across divisions by faculty and student members)
- 4 students – with vote
- The Student Senate VP for Inclusivity
- Two students elected through the Student Senate Committee election process
- A representative from the Student Athletic Advisory Committee
- 2 staff – sharing a vote
- One exempt staff member
- One non-exempt staff member
- Associate Vice President of Human Resource Services – with vote
- Associate Provost and Executive Director of the Center for Global Study & Engagement – with vote
- Executive Director of the Office of Equity & Inclusivity – with vote

- Title IX Coordinator – with vote
- The following administrators will be members of the committee with voice but no vote:
- College Counsel
- Faculty Athletic Representative
- Financial Aid Director
- Dean and Director of Access and Disability Services and SOAR: Strategies, Organization, and Achievement Resources