

As part of an overall strategy to update the School of Liberal Arts Bylaws to reflect the changing landscape of the School as well as to economize faculty participation in School committees, the ad-hoc Bylaws Review Committee recommends the following action item for consideration by the Faculty:

Creation of standing Diversity and Inclusion Committee

Current situation:

The campus has prioritized diversity in its strategic planning; each school has been charged to produce a diversity plan and yearly updates. To date, SLA has not done this effectively.

Proposal:

Create the Diversity and Inclusion Committee as a new standing appointed committee.

Section 4.X. Diversity and Inclusion Committee

1. The Diversity and Inclusion Committee shall serve as the primary body working to create and update the School's Diversity plan, define and work on ongoing efforts regarding diversity and inclusion within the School of Liberal Arts, prepare and analyze reports to monitor our success (in compliance with campus policies, initiatives, and reporting), provide oversight and planning for annual diversity training opportunities/education, and identify and/or nominate SLA faculty/staff who qualify for school/campus/university wide diversity awards.
2. The Committee shall be composed of eight [appointed] members: four faculty members, a designated Agenda Council representative, a non-voting School administrative officer designated by the Dean, a staff member, and a student (non-voting). The student member will be appointed annually by the Agenda Council, in consultation with the Committee.

Rationale:

Our diversity efforts need to be visible and intentional rather than treated as an add on or assuming that the work is being done, and with fidelity. We need to create a diversity and inclusion mission and vision for our school as it relates to the overall strategic planning of the university, where diversity is an important goal: <https://strategicplan.iupui.edu/Strategic-Initiatives/Promote-an-Inclusive-Campus-Climate>. A standing committee not only demonstrates a commitment to diversity efforts (in compliance with the Division of Diversity Equity and Inclusion requirements for all schools: Institutional Viability and Vitality Initiatives, Education and Scholarship, Climate and Intergroup Relations, Access and Success) but also affords consistency and accountability.

Known and expected benefits:

- Joint opportunities for diversity training/education on an annual basis for faculty and staff. For example, the demographics of college students are shifting and becoming more diverse. We will need to have professional development and cultural competency training opportunities to ensure that we are adequately prepared.
- Recognize and address educational gaps and disparities; we need to optimize our efforts by creating equal access to opportunities and resources to enhance success for all students, with special attention to those who are minoritized and underserved

- Streamline and scaffold existing diversity efforts in our departments and programs to create awareness of what we are doing well along with what needs to be improved, allowing for transparency and breaking down the silos thus creating opportunities for collaborative and interdisciplinary work
- Identify best practices that foster and promote a more welcoming atmosphere in our school (classrooms, student service offices, etc.)
- Review diversity and inclusion efforts in our school, and consider how we can use data to improve our decision making (IRDS can be a useful resource)
- Improve our recruitment and retention efforts—if we make our commitment to diversity and inclusion visible and work to create a more inclusive and welcoming climate, students will not only gravitate toward our school but are also likely to remain and graduate.