

## Diversity and Equity Advisory Board (DEAB)

**Mission Statement:** Promoting and supporting diversity and equity among staff and faculty is a priority and a core value at Colorado College. The Diversity and Equity Advisory Board serves as an advisory group to the President of the College and the Cabinet on all matters related to diversity and equity regarding staff and faculty. The board promotes and nurtures an inclusive campus culture that values different backgrounds, experiences, ideas and opinions, recognizing the various intersections of identities that make up the CC community. Its work helps ensure that the College addresses on a continuing basis all of the possible implications of the protections as stated in our anti-discrimination policy statement.

**Roles and Responsibilities:** The board will receive specific charges from the President, and on an ongoing basis, will:

PROMOTE the development of a campus climate that values diversity and equity in hiring and retention across all departments and levels of the college.

ASSESS campus diversity and equity continually, working closely with the Title IX Coordinator, the AVP/Director of the Butler Center, and the ADA/504 Coordinator, to identify areas that may need improvement.

ADVOCATE for awareness and education about diversity and equity, especially through collaboration with Human Resources and the Dean of the College's offices.

RECOMMEND programs and policies that ensure equal access for all faculty and staff consistent with and supportive of campus diversity initiatives.

PROVIDE feedback and counsel to the Title IX Coordinator, the AVP/Director of the Butler Center, the ADA/504 Coordinator, the Director of Human Resources, and members of staff and faculty search committees.

**Primary Activities** (sub-committees might be formed around needs as they arise):

1. Promoting a climate of diversity and equity throughout the College community,
2. Monitoring campus climate by assisting with and reviewing data collection, data interpretation, and policy development regarding diversity and equity,
3. Overseeing educational programming for staff and faculty on issues of diversity and equity,
4. Consulting with faculty, staff, and administration on curriculum and other program development and future diversity/equity goals, and
5. Becoming campus leaders knowledgeable about current diversity-related issues in higher education.

### **Membership:**

#### Voting members

Faculty (4): As assigned by the FEC, with no more than two from any one division, and including at least one person active in an ID program, all serving three year terms, if possible. Staff (4): As assigned by the Staff Council, all serving three year terms, if possible. In teams of two (one faculty and one staff), members will be assigned to oversee one specific aspect of diversity/equity, to make sure all key issues are recognized and addressed; the board as a whole will address the intersections as well as emerging issues. Those areas are: race/ethnicity, gender/sex/sexual orientation, disability and two at large positions.

#### Non-Voting members

Title IX Coordinator, ADA/504 Coordinator, Assistant Vice President and Director of the Butler Center, a librarian with diversity/equity research and/or collection responsibilities.

Individuals who have completed these educational programs will be eligible to serve as "diversity" reps on search committees. The hope is that all staff and faculty will enroll in the educational programming, but in the early stages, those departments/programs holding searches will be required to name someone who has the training or is willing to complete it (someone in or outside of the department), and who will, as now, educate, monitor and report on the attention to diversity in the search process.

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### **Composition of Faculty Search Committees**

When a request for a new tenure-track hire (replacement or new line) is submitted to the Dean's Office, the request must specify the name of at least one tenured faculty member [either inside or outside the department in which the hire is being made] who has previously completed, or is willing to complete, diversity educational programming as determined by the Diversity and Equity Advisory Board, who will serve as the Diversity Representative for the search committee. More than one Diversity Representative can serve on a search committee [the intent is that eventually every search committees will contain several members who are willing to and are capable of serving as Diversity Representatives].

Each search committee must include non-departmental members. One of these members will be appointed by the Associate Dean, and the other member will be appointed by the hiring department. One of the non-departmental members must be untenured faculty.