1. **Committee Description:** See revised Section 1.04, attached below

2. **Committee Membership:**
   Dr. Jean Grow, Chair, Communication (2015); Dr. Monica Adya, Management (2014); Dr. Ed de St. Aubin, Psychology (2015); Daniel Garcia, graduate student representative (2014); Joshua Knox, Physician Assistant Studies (2016); Christle Jones, professional student representative (2014); Alison Libera, undergraduate student representative (2014); Kali Murray, Law (2014); Dr. Karen Robinson, Nursing (2016). Ex Officio: Dr. Susannah Bartlow, Director, Gender and Sexuality Resource Center; Dr. Kerry Egdorf, Ombuds; Dr. William Welburn, Associate Provost for Diversity & Inclusion.

3. **Committee Meetings:**
   The Committee met the second Wednesday of each month September 2014-May 2014. There was one additional meeting April 2, as well as email communications.

4. **Charge of Committee:**
   The Charge of the Committee on Diversity and Equity is that it bears responsibility for ensuring, promoting, facilitating, and monitoring diversity and equity opportunities at Marquette University. Details are within the attached charge.

5. **Response to Charge:**
   None official assigned. Details of work and accomplishments related to general committee charge are listed below.

6. **Committee Work and Accomplishments** (* indicate continuing initiatives):
   a. The committee participated in HLC sessions and shared data with commission.
   b. * Monitors salary equity, this year proposing specific data points for long-term tracking.
   c. Facilitated three faculty and student listening sessions and shared findings with the Provost.
   d. * Meet with Provost to discuss equity and diversity tracking initiatives and to share finding from the listening sessions.
   e. * Requested that the Provost’s office provide data on the recruitment and retention of diverse faculty. This, along with salary equity monitoring, is part of long-term tracking initiatives by CDE.
   f. * Ongoing collaboration with the Diversity Advisory Board, chaired by Dr. William Welburn.
   g. * Promotes programs, events and services, which help advance equity and diversity as relevant to both faculty and students.
   h. Chair met with Alumni Advancement to strategize ways to connect with diverse alumni and build deeper relationships across and between alumni, faculty and students around a shared vision for greater inclusion.

7. **Committee Recommendations:** The Committee on Equity and Diversity suggests the following:
   a. Explore, promote and expand programing, which promotes equity and diversity.
      i. Continue work with Advancement and expand work to include the Office of Marketing and Communication helping to create initiatives that celebrate and promote diversity and inclusion, including expanded social media and a website devoted to diversity. Have Advancement provide an annual update to CDE.
      ii. CDE creates a systematic framework, which identifies programs, awards and opportunities to promote and expand diversity and inclusion within each academic unit.
      iii. Work with the Provost’s office to create a Hall of Fame Award, which would be presented annually at the Pere Marquette Dinner to acknowledge excellence in diversity and equity work.
   b. Work toward changing the climate to reflect principles of diversity and inclusion, leading to an inclusive community and environment for all.
i. Participate in helping to implement the climate study, followed by CDE monitoring and supervision of climate study recommendations.

ii. Ask DPI to meet with CDE annually to discuss concerns and present updates on departmental changes to address concerns of faculty and students.

c. Continue working with the Provost’s Office to monitor data related to fulfilling the charge of CDE.

   i. Expand this to include annual meetings with Alix Riley, Director Office of Institutional Research (OIRA) and Lynn Mellantine, Assistant Vice President of Human Resources to learn about opportunities for deeper data collection.

   ii. Request that the Chair of CDE be on the routing list for relevant existing reports to the above indices.

The following recommendations are beyond the scope of CDE. However, they are noted as institutional recommendations, which emerged from the faculty and student listening sessions sponsored by CDE.

d. The Department of Public Safety is a key concern. It must address its relationship with diverse students, faculty, and other constituencies in terms of institutional policies and practices. Additionally, open positions, especially within the Department of Public Safety administration, should provide opportunities to enhance diversity.

e. An annual report available to faculty, staff and students should be created to monitor the university’s commitment to diversity and changing the climate on campus.

   i. Deans need to be held accountable for items related to diversity. An audit is suggested.

f. Create programs, which target freshmen to build a culture that embraces diversity and inclusion from the bottom up.

g. Unified resources, which could streamline efforts.

   i. Identify ways to integrate student and faculty services related to diversity into a unified framework.

   ii. Look for achievable, financial resources, and utilize current institutional structures to maximize intercultural engagement.

h. Hiring and retention of diverse faculty must be a priority.

   i. A holistic assessment of hiring and retention policies for diverse faculty, including departmental guidelines for identifying diverse faculty and requiring an annual report for benchmarking purposes. CDE would have access to the data for tracking. (The Provost has agreed to supply data to CDE.)

   ii. Financial support for identification and retention of diverse faculty is imperative, including long-term advancement strategies that provide a sustainable, financial base for such recruitment.

   iii. A dialogue on creating a teaching and learning culture that recognizes the unique teaching challenges faced at Marquette by diverse faculty members.

i. Institutional support is essential.

   i. Faculty mentoring through formalized and financially supported programming.

   ii. Support for grievance resolution, with greater emphasis on informal resolution through ombuds (who is currently available to faculty and staff) as well as a formal grievance process, must be robustly institutionalized for both faculty and students.

   iii. University Advancement needs to be accountable for initiatives that advance and support diversity. This process has begun with Advancement reaching out to CDE.

Respectfully submitted: Jean Grow, Chair, April 22, 2014
1.04 Committee on Diversity and Equity

The Committee on Diversity and Equity is responsible for ensuring, promoting, facilitating, and monitoring diversity and equity opportunities at Marquette University. Its business may be initiated by the UAS, the Provost, other UAS bodies, individual faculty, academic staff, or undergraduate, graduate, or professional students.

The Committee on Diversity and Equity defines the terms diversity and equity in the following manner:

Diversity refers to the experience of each member of the University community; with the understanding that each individual possesses unique social identities and that some of these social identities can intersect. Our commitment to diversity also includes cultivation of a climate that respects and values individual differences. Thus, the principles of diversity and inclusion refer to characteristics of each social identity* (including the intersection of multiple identities) as well as systemic factors that lead to an inclusive community and environment.

Equity is the full embrace of equality and fairness. The term equality is defined to mean that an individual should receive fair and similar treatment within a given community. Fairness means just treatment of all persons within the University community with an acknowledgment that persons with certain social identities have historically been oppressed within society. Therefore it is important to recognize that personal, cultural, institutional, and organizational discrimination and stigmatization along social identities creates and sustains privileges for some while creating and sustaining oppression for others. Further, the Marquette University community embraces the ethic of cura personalis, and shares a commitment to moving beyond tolerance to embracing diversity.

*Note: In keeping with Marquette University’s Catholic Jesuit mission and with respect for all individuals, social identity is meant to be inclusive. Examples include but are not limited to race, ethnicity, national origin, immigrant status, gender, sex, sexual orientation, gender identity, age, physical ability, cognitive ability, mental illness, religious beliefs, physical appearance, income or economic background, military status, geographic location, marital status, education, parental status.

Responsibilities:

1. Promotes diversity and equity opportunities at Marquette University. The term promote includes but is not limited to the following activities: building alliances across social identities; instilling values and providing tools that enable members of the University community to work together to eradicate all forms of individual and institutional discrimination and oppression; practicing mutual respect for social identities; and exploring differences and similarities in a safe and nurturing environment.

2. Ensures that diversity and equity opportunities are available at Marquette University. The term includes but is not limited to the following activities: supporting and planning ongoing activities related to diversity and equity; facilitating analysis of gaps, needs and opportunities.

3. Monitors diversity and equity opportunities at Marquette University. The term monitor includes but is not limited to the following activities: synthesis and critical analysis of reports related to faculty hiring, retention, promotion, and salary.

4. Provides an annual report to the University Academic Senate
The Committee may:

5. Undertake campus-wide assessment of diversity or equity, as directed by the President of the University, or other university official. The term assessment includes but is not limited to the following activities: collaboration with administration to obtain the data necessary to analyze and report comparisons with prior data and internal and external benchmarks.

Membership

Membership includes six faculty members representing a broad range of disciplines and two participating faculty members, one from the library and one adjunct. All members are appointed by the Provost with recommendations offered by the committee. The Marquette University Student Government will select one undergraduate student and the Graduate Student Association will select one graduate student and one professional student to serve on the Committee. The Associate Provost for Diversity and Inclusion, the Director of the Gender and Sexuality Resource Center and the Ombudsman will be ex-officio members of the Committee. Voting members are appointed for three-year terms. The chair is a faculty member elected by the members of the Committee. Student member responsibilities only include those responsibilities outlined in UAS statutes Section 1.04, “1” and “2”.