Marquette University Task Force on Equity and Inclusion

Initial Meeting – February 6, 2015

1. Welcome and introductions – President Michael R. Lovell

2. Opening background, task force charge – President Lovell

3. Appoint/elect co-chairs

4. Update on existing initiatives and reports
   - Comprehensive Diversity Plan
   - Diversity Advisory Committee
   - University Academic Senate Committee on Diversity and Equity

5. Marquette University Climate Study

6. Next steps

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Marquette University Statement on Human Dignity and Diversity

As a Catholic, Jesuit university, Marquette recognizes and cherishes the dignity of each individual regardless of age, culture, faith, ethnicity, race, gender, sexual orientation, language, disability or social class. Precisely because Catholicism at its best seeks to be inclusive, we are open to all who share our mission and seek the truth about God and the world. Through our admissions and employment policies and practices, our curricular and co-curricular offerings, and our welcoming and caring campus environment, Marquette seeks to become a more diverse and inclusive academic community dedicated to the promotion of justice.

Our commitment to a diverse university community helps us to achieve excellence by promoting a culture of learning, appreciation and understanding. Each member of the Marquette community is charged to treat everyone with care and respect and to value and treasure differences. This call to action is integral to the tradition which we share.

Key Marquette University Documents or Links:
Diversity at Marquette University: http://www.marquette.edu/diversity/
This site includes links to committee charges, members and meeting schedules for:
   - Diversity Advisory Committee
   - University Academic Senate Committee on Diversity and Equity
Comprehensive Diversity Plan: http://www.marquette.edu/diversity/diversity-plan.shtml
Climate Study: http://marquette.edu/provost/climate-welcome.php
President’s Task Force on Equity and Inclusion

Task Force Members (as of Feb. 6, 2015)

Faculty
- Monica Adya, Associate Professor, Management
- Ed de St. Aubin, Associate Professor/Assistant Chair, Psychology
- Lisa Edwards, Associate Professor, Counselor Education and Counseling Psychology
- Jean Grow, Associate Professor, Strategic Communication
- Angelique Harris, Assistant Professor, Social and Cultural Sciences
- Joshua Knox, Clinical Assistant Professor, Physician Assistant Studies
- Michael Monahan, Associate Professor, Philosophy
- Kali Murray, Associate Professor of Law, Law School
- Irfan Omar, Associate Professor, Theology
- Karen Robinson, Assistant Professor, College of Nursing

Staff
- Karen Desotelle, Director, Student Educational Services
- Joseph Green, Director, Educational Opportunity Program
- Christopher Longstreet, Director, Center for Teaching and Learning
- Ruth Peterson, Lieutenant, Public Safety

Students
- Esther Aviles, Freshman, Arts & Sciences
- Zach Bowman, Senior, Arts & Sciences
- Victoria Gokee-Rindal, Sophomore, Health Sciences
- Aliya Manjee, Junior, Arts & Sciences
- Joseph Martinez II, Senior, Arts & Sciences
- Christina Nelson, Junior, Arts & Sciences
- Laree Pourier, Senior, Arts & Sciences

Community
- Griselda Aldrete, President and CEO, Hispanic Professionals of Greater Milwaukee
- Vanessa Brown, Senior Environmental Compliance Specialist, We Energies
- James Hall Jr., Attorney, Hall Burce & Olson, s.c.
- R.L. McNeely, Professor (retired), Helen Bader School of Social Welfare, UW-Milwaukee
- Jason Rae, Senior Associate, Nation Consulting

Ex-officio
- Rana Altenburg, Vice President for Public Affairs
- Susannah Bartlow, Director, Gender and Sexuality Resource Center (attending first meeting on her behalf will be GSRC Board Chair Cheryl Maranto, Associate Professor and Chair, Department of Management)
- Cynthia Bauer, Vice President and General Counsel
- Marya Leatherwood, Assistant Vice President, Student Affairs
- Jennifer Maney, Institutional Director, Greater Milwaukee Catholic Education Consortium, College of Education
- David Murphy, Vice President for Marketing and Communication
- L. Christopher Miller, Vice President for Student Affairs
- Stephanie Russell, Vice President for Mission and Ministry
- William Welburn, Associate Provost for Diversity and Inclusion
President’s Task Force on Equity and Inclusion

Marquette University seeks to create a genuinely inclusive, anti-discriminatory campus climate by strengthening campus efforts at equity, diversity and inclusion. The President’s Task Force on Equity and Inclusion will put forward a set of recommendations that will result in positive and enduring changes that are inclusive of Marquette’s students, faculty, staff leadership and community.

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Marquette University is engaged in a series of projects intended to create a transformational pathway toward a more inclusive campus. The President’s Task Force on Equity and Inclusion is intended as a full complement to Marquette’s established diversity initiatives including the development of a campus plan for diversity, equity, and inclusion and for the MU Campus Climate Study Project, both expected to be completed during the 2015 calendar year. The task force will be informed and guided by the work of the Diversity Advisory Committee and University Academic Senate Committee on Diversity and Equity.

The President’s Task Force on Equity and Inclusion has three purposes:

1. Serve as a locus of discussion on equity, diversity, and inclusion that will better inform ongoing planning as well as analysis of campus climate,
2. Review existing strategies and vet proposed courses of action, and
3. Make recommendations regarding Marquette’s campus and community initiatives.

The President’s Task Force on Equity and Inclusion will also employ constructs proposed by the University Academic Senate Committee on Diversity and Equity to frame discussions and recommendations. They are:

- **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* (care for the whole person) and shares a commitment to moving beyond tolerance to embracing diversity.
In addition, the task force will work with the definition of inclusion advanced by the Association of American Colleges and Universities:

- **Inclusion:** The active, intentional, and ongoing engagement with diversity—in the curriculum, in the co-curriculum, and in communities (intellectual, social, cultural, geographical) with which individuals might connect—in ways that increase awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within systems and institutions.

https://www.aacu.org/programs-partnerships/making-excellence-inclusive

University leadership will review the task force and its objectives in spring 2016.
Charge to the Diversity Advisory Committee

The Diversity Advisory Committee will create and sustain a forum for campus-level dialogue on issues directly related to diversity and inclusion at Marquette University, specifically to:

- Build on institutional strengths of Marquette as a Catholic Jesuit university committed to an affirming and inclusive community as articulated in the university’s “Statement on Diversity and Human Dignity.”
- Generate and pursue ideas in greater depth, including opportunities to increase representation of diverse populations throughout the campus community, maintain a welcoming and affirming campus environment, strengthen prospects for inclusive scholarship and learning, and engage the greater Milwaukee community through outreach.
- Offer recommendations to the Office of the Provost and in particular the Associate Provost for Diversity and Inclusion that provide a pathway to inclusive excellence throughout the Marquette University community.

The Associate Provost for Diversity and Inclusion is the committee chair. Committee meetings will be held at least twice each semester through the academic year and as needed during the summer.

The committee will consist of 20 to 24 members drawn from across the university community and include employees (faculty and staff) and student representatives. The term of service on the committee will be for three-years for university employees and one year for student members.

The employee members will be recommended by the Associate Provost for Diversity and Inclusion and appointed by the Provost. The student members will be appointed by Marquette University Student Government and the Graduate School Organization.

October 1, 2013
Charge to the University Academic Senate
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 ensure 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.

5. The Committee may: 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: 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”.

October 3, 2013