



Diversity, Equity and Inclusion Committee (DEI)

Purpose & Function

The purpose and function of the Diversity, Equity, and Inclusion Committee (DEI) is to act as the body of institutional representatives to promote understanding of oneself and others to create cultural competency for members of the Marywood University community and the regional communities. Using both qualitative and quantitative data, the committee will make recommendations to the Provost with respect to revisions to existing policies or development of new policies, processes, and programming in order to create an equitable and inclusive campus. Subcommittees and/or task forces may be formed at the discretion of the membership in consultation with the Provost to advance specific initiatives.

Membership

Position Titles of Members on this USC

- Executive Director of Institutional Equity and Inclusion/Title IX Coordinator (Chair) – Ex officio
- Director of Student Equity, Inclusion and Programming – Ex officio
- Faculty Members from each college for a total of six (6) Faculty Members
- Five (5) Members from Administration and Staff
- Graduate Student

Method of Selection of Members

The Provost appoints the Faculty, Administration and Staff members in collaboration with the Executive Director of Institutional Equity and Inclusion/Title IX Coordinator.

The Executive Director of Institutional Equity and Inclusion/Title IX Coordinator appoints the Graduate Student Member.



The Provost, in collaboration with the Executive Director of Institutional Equity and Inclusion/Title IX Coordinator, can make other appointments to achieve broad representation from all campus constituents.

Selection of Chair and Vice or Co-Chair

The Executive Director of Institutional Equity and Inclusion/Title IX Coordinator is the Chair of this USC.

Term

Faculty, Administrative, and Staff representatives serve for a term of three years with the possibility of re-appointment for one additional three-year term. Eligibility is effective again after a hiatus of one year.

The Graduate Student representative serves for a term of one year with the possibility of re-appointment for one additional one-year term.

Meetings: Meetings are held at the call of the Executive Director of Institutional Equity and Inclusion/Title IX Coordinator.

Documentation Requirements for this University Standing Committee

As provided in the University Standing Committee Policy, the Chair(s) of this University Standing Committee, in collaboration with the Office of the Secretary of the University and General Counsel, must provide the following documentation at the end of each Academic Year:

Annual Report: Yes No

Minutes of Meetings: Yes No

Reports To: Provost



History

This USC was formerly known as the Equity, Diversity, and Inclusion Committee (2017 to 2021) and as the Cultural Diversity Committee (prior to 2017).

11-8-2002 Reconfiguration such that the Women's Issues Committee would be a subcommittee, approved by the President of the University

5-7-2002 The President of the University changed the reporting authority from Vice President for Business Affairs to Vice President for Academic Affairs through the Associate Vice President for Enrollment Management

3-1-2008 Associate Vice President for Enrollment Management changed to Vice President for Enrollment Management and the committee changed to direct report to the Vice President for Academic Affairs.

5-2-2008 Title changed to Provost and Vice President for Academic Affairs.

5-20-2008 Title changed to Director of Diversity Services

7-1-2011 Title changed to Vice President for Academic Affairs

10-26-2017 Proposal to change the name of the Cultural Diversity Committee to the Equity, Diversity, and Inclusion Committee and to revise Description of the committee to reflect the new responsibilities was approved by the President of the University as recommended by the Policy Committee of the University.

7-1-2018 Title changed from Director of Diversity to Director of Institutional Equity & Inclusion

7-1-2020 Title changed from Director of Institutional Equity & Inclusion to Interim Director of Equity and Inclusion/Title IX Coordinator

2-17-2021 Title changed from Interim Director of Equity and Inclusion/Title IX Coordinator to Director of Equity and Inclusion/Title IX Coordinator.

8-17-2021 Changed title of this USC from Equity, Diversity and Inclusion Committee to Diversity, Equity, and Inclusion Committee (DEI); Position Title changed from Director of Equity and Inclusion/Title IX Coordinator to Executive Director of Institutional Equity and Inclusion/Title IX Coordinator to reflect the New Organization Structure outlined in the President's Memo dated May 26, 2021; added two positions: Director of Student Equity, Inclusion and Programming and Graduate Student; clarified the terms for all members of this USC; added the Documentation Requirements Section to the Description, as approved by the Chair of this USC and the Provost.