

Shepherd University Diversity and Equity Committee Meeting Agenda

Wednesday, September 2, 2020

2:10 – 3:30 p.m.

- I. Introductions**
- II. Approval/Recorder for Minutes**
- III. Chair Election for 2020-2021**
- IV. Meeting Cycle for 2020-2021 – doodle calendar**
- V. Review Committee Charge**
- VI. Civility and Response/Emergency Updates**
- VII. New Business**
 - A. Sub- Committee for Policy and Procedure Review
 - B. Trainings
 - 1. Mandatory
 - 2. Campus Wide Diversity, Equity, Inclusion Training – Mandatory
 - a. Training Topics
 - b. Requirement Procedures
 - i. Participants – add to employment contract
 - ii. Institution – best practices for online technologies
 - c. Options and Follow-ups
 - 3. Additional Training Modules on focused topics
 - C. All Gender Restroom Initiative
 - D. Newsletter Subcommittee
- VIII. Upcoming Initiatives**
 - A. Structural Diversity in HR (applicant pools/demographic data tracking, advertisement circuit, diversity training for interviewing, goal setting standards for hire, spousal job support)
- IX. Current Events/Updates**

XIV. DIVERSITY AND EQUITY COMMITTEE

(taken from the Shepherd University Equal Opportunity Policy and Affirmative Action Plan, Revised September 27, 2016)

STRUCTURE

The Diversity and Equity Committee is appointed by the President and consists of members drawn from the administrative staff, faculty, classified employees, community, and undergraduate and graduate student body. The chair is elected by the committee.

CHARGE

The Diversity and Equity Committee will report to Administrative Council on the following tasks:

1. To review the current hiring practices of the University and recruitment and retention of minority populations and underrepresented faculty, staff, and students;
2. To recommend policies and strategies to increase and retain the number of minority populations and underrepresented administrators, faculty, staff, and students;
3. To recommend measures to facilitate a supportive university environment for all community members and internal and external stakeholders;
4. To identify off-campus outreach efforts that will significantly impact the lives and opportunities of minority populations and underrepresented students, faculty, staff, and community members in the University's service area; and
5. The Committee will also serve as a body which will periodically review progress in reaching the above stated objectives and make recommendations for prompt, remedial action.
6. Educate the University community on issues of diversity and social justice.
7. Actively support (and/or sponsor as able) other University organizations' efforts to educate the University community on issues of diversity and social justice.