**Membership**

The Diversity, Equity and Inclusive Excellence committee is co-chaired by one faculty member and one staff member. Co-Chairs will be appointed by the Dean and serve a three-year term. The Chair of each academic division will nominate one faculty member to serve a three-year term. Each Division Chair may also nominate a staff member to serve for a two-year term. The Center for Public Health Practice and the Dean’s office will each nominate one faculty or staff member to serve a three-year term. In addition to the nominated representatives, any faculty or staff member may join the committee with the approval of her/his supervisor. The Dean may also appoint two students, one CPH alum, and one MHA alum to the committee. Up to two community organization representatives may volunteer. Any member may serve consecutive terms. New members may begin their terms at the start of any Fall or Spring semester. Members who must depart the committee mid-term may be replaced with the approval of the Dean. The intent of the committee structure described above is that at least half of the committee will have been serving on it for at least 1 year at any point in time, creating continuity. The committee is a working committee, so both nominated representatives and volunteer members should expect to fulfill moderate commitments between monthly meetings, and to contribute to forming and executing the committee’s agenda. If new volunteers or nominees to the committee would result in the committee exceeding 30 members, the existing members will consider whether maintaining a functional committee requires limiting future additions and will consider which categories of nominees/volunteers should be postponed until a future date.

**Meetings**

The Diversity, Equity and Inclusive Excellence Committee shall meet monthly throughout the academic year and as necessary to meet the Committee's charge.

**Committee Responsibilities**

Responsibilities include but are not limited to:

1. Promote a culture of diversity and inclusion within the College by providing proactive support for:
   1. Identifying and disseminating inclusive teaching practices
   2. The planning, implementation, and assessment of activities that promote diversity and inclusion
   3. Identifying and providing workshops, and other educational and training programs related to diversity and inclusion for all faculty, staff, and students
   4. Holding intergroup and intragroup dialogue opportunities
   5. Ensuring a welcoming environment for all individuals affiliated with CPH
   6. Communicating within and outside the college to increase engagement and convey CPH’s commitment to diversity and inclusion
   7. Assessing faculty, staff, and students to identify opportunities to improve culture and belonging within the college
2. Advise the Dean on activities that will promote a culture of acceptance, belonging and inclusivity within the College and support student growth relative to cultural competence, elimination of health disparities, and reduction of the impact of social determinants of health.
3. Coordinate activities with the Office of Diversity and Inclusion (ODI) and other university diversity groups; student organizations; and alumni organizations, as appropriate to meet responsibilities.
4. Advise efforts to integrate diversity and inclusion elements into the College’s Strategic Plan and support monitoring the implementation of this plan.