

Senate Ad-Hoc Committee for Diversity, Equity, and Inclusion Committee Charge

As developed during discussion and consultation with Senate Leadership, the ad-hoc Senate Committee on Diversity, Equity, and Inclusion will focus on the following tasks. It is important to note that collaboration will occur with the President's Council on Inclusion, Transformative Justice, and Advocacy across all charge areas as appropriate.

Educational Policy

Review educational policy for potential biases: A sub-committee of members, will collaborate with faculty, administrators, and Academic Affairs on a sustained review of Senate-related, educational policies for potential biases. Members will be trained in bias review and systematically prioritize and review educational policies throughout the 20-21 academic year and as needed moving forward. In addition to this coordinated review, this committee will collaborate with the Faculty Senate and the Educational Policies Commission as new policy revisions arise related to DEI. One recent example of this is NISG's request for a revision to UNI's policy 3.06 on attendance and religious accommodations.

Curriculum

Identify and highlight the current curriculum: The committee will work to develop a process for identifying and amplifying the important diversity and social justice aspects of the current curriculum. This will likely occur through an audit of the current catalog, which will require a systematic process for criteria review, and through establishing a process for faculty to submit their courses for a DEI designation, similar to the approach taken by Service Learning.

Facilitate the development of new curriculum, related to diversity, equity, and inclusion: It is important to amplify the anti-racist and socially just curriculum developed and taught by current UNI faculty. However, there is much work to be done on our campus if we are to realize a truly diverse, equitable, and inclusive curriculum, and the committee will work with relevant stakeholders, most importantly faculty. The committee will also serve in a collaborative and consultative role (related to standards alignment and curricular approaches) to additional campus stakeholders such as across the Project Management Team of Academic Positioning, the GERC, the Teacher Education Content Study Committee, College Senates, the University Curriculum Committee, and the Graduate College Committee on Curricula as appropriate. One specific approach to facilitating new curriculum will be through collaboration with the GERC.

Consult with the General Education Revision Committee: The GERC will soon be issuing a call for proposals related to the inclusion of courses and certificates into the General Education Curriculum. In anticipation of a "diversity" certificate, the committee (likely a sub-committee) will consult with the GERC to establish such a certificate with identified objectives and assessment requirements. Our intention is to establish criteria for classes to be included as part of such a certificate within UNI's new General Education program.

Consult with the Faculty Handbook Committee regarding DEI curriculum and the evaluation process: BIPOC faculty and faculty teaching issues of diversity and inclusion across the curriculum are

often met with unfair evaluation practices and classroom resistance. The DEI committee intends to collaborate with the Faculty Handbook Committee to explore options and make recommendations for Department Head and PAC training and support around BIPOC faculty and resistance in the classroom and how that resistance can manifest itself in student and peer evaluations. It is important to recognize the emotionality and high-stakes of true DEI work across the curriculum and within the classroom if we are to recruit and retain BIPOC faculty at this university and emphasize an anti-racist, socially just curriculum.

Education/Training

Organize pedagogical training: Content or subject-matter expertise in DEI is one important aspect of a robust, anti-racist and diverse curriculum in higher education. However, anti-racist, diverse and accessible pedagogy can and should be found in every classroom. This committee will collaborate with the Center for Teaching and Learning, and new initiatives such as Quest to offer a series of pedagogical trainings at UNI.

Study and identify a well-researched approach for cultivating anti-racism and inclusion across the UNI student body: The committee will research an approach for supporting UNI students in learning more about DEI. We would like to collaborate with NISG in determining what approach and/or training would be the best way to pursue campus-wide learning in a sustained and meaningful way that can truly effect change on our campus.

Committee Members

- 1) Danielle Cowley (Co-Chair, COE)
- 2) Fernando Herrera-Calderón (Co-Chair, CSBS)
- 3) Shahina Amin (CBA)
- 4) Megan Balong (COE)
- 5) Cara Burnidge (CHAS)
- 6) Belinda Creighton-Smith (CSBS)
- 7) David Hernandez-Saca (COE)
- 8) Laura Roman Jimenez (NISG)
- 9) Doug Mupasiri (CHAS)
- 10) Yasemin Sari (CHAS)
- 11) Angela Waseskuk (CHAS)