

Charges September 14, 2023

EXECUTIVE COMMITTEE CHARGES FOR 2023-2024

Andrea Garavito-Martinez and Maria del Mar Gonzalez-Gonzalez Co-Chairs
Ryan Ridge , Liaison

Equity, Diversity and Inclusion (EDI) Committee

Create a mechanism for holding the work of the Faculty Senate accountable to EDI initiatives, through regular critical evaluation of outcomes, and recalibration as necessary.

1. Advise standing faculty senate committees to ensure EDI lens is applied to policy/program language and creation, review how the implementation of policies may inadvertently impact particular communities in an adverse manner, and evaluate progress on a yearly basis.
2. Collaborate with the University Administration – Academic Affairs and the Equity, Diversity and Inclusion (EDI) Division on [Goal 1- Equity, Diversity and Inclusion](#) of the WSU Strategic Plan, specifically work with the EDI Division and President's Diversity Council to provide units with guidance and support on how to effectively complete the equity-minded audit with attention to accountability and execution.
3. Advise the Executive Director for emerging Hispanic Serving Initiatives (eHSI) and support strategies developed to meet the eHSI designation as it relates to faculty and curriculum.
4. Consult with Human Resources and the Office of Equal Opportunity to create and support initiatives that advance inclusive recruitment, hiring and retention, promotion, and salary practices from historically marginalized groups.
5. Collaborate with the Center for Excellence in Teaching & Learning to ensure their faculty retention initiatives are inclusive of faculty from historically marginalized groups including supporting initiatives focused on inclusive teaching principles (i.e., ACUE).
6. Establish standards for holding the work of the WSU Administration accountable to EDI initiatives, through monitoring, regular critical evaluation, and recalibration as necessary.
7. Work in tandem with the Faculty Senate Executive Committee and President's Council to stay engaged and informed in national and state trending topics on DEI within higher education. *This includes working with Utah Council of Faculty Senate Leaders (UCFSL) and faculty governance structures to meaningfully engage and inform faculty on national and state efforts that could impact them.*

8. Explore potential equity issues in various areas associated with exit interviews and surveys. Currently, exit interviews and survey data exist but next steps need to be outlined and implemented.

9. Explore adding a member from the Staff Advisory Council as an Ad-Hoc member of the EDI committee.