

Charges August 18, 2022

**Kathleen Paco-Cadman and Azenett Garza Co-Chairs
Ryan Ridge (Andrea Baltazar covering for Ryan's sabbatical), Liaison**

Equity, Diversity and Inclusion (EDI) Ad-Hoc 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. Consult and advise standing faculty senate committees to ensure EDI lens is applied to policy 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. Review institutional data through equity lens (i.e., hiring, tenure, promotion, and retention data, climate survey, university audit, etc.) and create action steps or charges for Faculty Senate Committees based on results.
3. Collaborate with Academic Affairs and the Equity, Diversity and Inclusion (EDI) Division about prioritization of University Initiatives, initiatives for the recruitment, retention, and success of faculty from historically marginalized groups, assist in the coordination of EDI efforts across student affairs, academic affairs, and colleges (perhaps as liaisons in appropriate committees), assist with the buy-in by administration, faculty, and staff to promote EDI work, and with the dissemination of EDI efforts to the campus-wide community.
4. Consult on the adoption of inclusive language in job descriptions and interviewing, invited to serve on or advice on possible committee members for hiring committees for the EDI Division to ensure best EDI practices
5. Collaborate with the Executive Director for emerging Hispanic Serving Initiatives (eHSI) and develop strategies with the campus-wide community to meet the eHSI designation.
6. Collaborate with Human Resources (HR) on the "Search Advocate" initiative and the development and implementation of additional strategies to attract and retain faculty from historically marginalized groups including but not limited to cluster hiring, referral incentives, writing of inclusive job descriptions/postings, improving the interview process to remove barriers to candidates.
7. Collaborate with Teaching Learning Forum (TLF) to ensure their faculty retention initiatives are inclusive of faculty from historically marginalized groups
8. Support and Increase awareness of inclusive teaching principles in collaboration with TLC and TLF.
9. A member from the EDI Ad-hoc Committee will sit on the President's Equity, Diversity, and Inclusion Advisory Council.

10. Determine the path forward for EDI committee for the long term. (Strategic Long term plan for campus EDI)