

Diversity Committee (All-College Committee)

a) Purpose

The creation of a diverse campus that is welcoming to all persons requires intentional efforts. Although all members of the campus community must be involved in the creation of a diverse institution characterized by inclusivity and understanding, the Cornell College Diversity Committee, an All-College Committee, serves a coordinating role in achieving these aims. It thus assists in the college's efforts to promote and support diversity based on but not limited to religion, national origin, race, ethnicity, age, ability, socioeconomic status, sex, sexual orientation, gender identity and gender expression and to educate students, faculty, and staff about diversity in those areas. The Committee will work cooperatively with, and make recommendations to, as it deems necessary and appropriate, the President, Vice Presidents, Deans of the College, any college committees, the College Chaplain, and other relevant offices.

b) Functions

- (1) Provides for periodic evaluation of the college's statements related to diversity. In fulfilling this responsibility, the Committee may:
 - (a) Consult with the Vice President for Enrollment and Dean of Admission, the Vice President for Student Affairs, the Director of Human Resources, and others as appropriate.
 - (b) Gather information about the policies and practices of other comparable institutions.
 - (c) Be guided by the best available information about Cornell faculty, staff, and students, with assistance from the Office of Institutional Research and Assessment and other offices as appropriate.
- (2) Periodically examines the following areas and makes recommendations and proposals to the relevant administrator or committee of the faculty or college, and other offices as appropriate:
 - (a) Policies and practices related to the recruitment and retention of a diverse faculty, staff, and student body, and Cornell's commitment to affirmative action
 - (b) Curricular and co-curricular opportunities for learning about diversity

- (c) Campus climate for students from diverse backgrounds and the services available to meet the needs of these students
 - (d) The incorporation of diversity education "for all members of the Cornell community, including" new members of the campus community or current members of the community who have new responsibilities.
 - (e) These programs include, but are not limited to, orientation for new members of the faculty and staff, new student orientation, and Resident Assistant and Peer Advocate training.
- (3) The Cornell College Diversity Committee may, as the committee deems appropriate, cooperate with organizations interested in diversity to sponsor meetings open to all members of the campus community that provide a forum for exploring campus diversity issues. These meetings will serve as a means for the Diversity Committee to get input from the wider community and also to inform the wider community of its work.

When there are incidents on campus involving perceived harassment of individuals and groups or intolerance more generally, the committee may, at the committee's discretion and in consultation with appropriate offices and divisions of the College, provide a campus-wide forum for discussion of the incidents and relevant campus policies and practices.

- (4) Makes an annual report to the campus community on its agenda and activities. The co-chairs of the Diversity Committee meets regularly with the President of the College.
- (5) The Director of Human Resources reports to the committee at least once a year about progress toward meeting institutional goals relevant to diversity.

c) Structure

The Diversity Committee is composed of:

- (1) A faculty co-chair elected by the faculty by secret ballot and majority vote to serve a three-year, non-renewable term. The chair must be a tenured member of the faculty with three or more years of service.
- (2) Two additional faculty members, appointed by the President of the College with the advice and consent of the Faculty Council Vice-Chair in consultation with the Divisional Council, to one-year, renewable terms. Each must have one or more years of service as a full-time member of the faculty.
- (3) Three staff members, one selected by the Dean of Students to represent the division of Student Affairs, one chosen by the Vice President for Enrollment

and Dean of Admission to represent Admissions, and one representative from the Office of International and Off-Campus Study.

- (4) Five students: the Chair of the Student Senate Student Life Committee or a student appointed by the Student Senate, and four students to be selected by the Diversity Committee from a pool of applicants in the spring for one-year, renewable terms. The students will elect one of their members to serve as student co-chair of the committee. In the absence of the faculty co-chair, another faculty member or staff member will chair meetings.
- (5) The Director of Intercultural Life serve *ex officio*.