

COLLEGE of CHARLESTON

The President's Commission on Diversity, Access, Equity, and Inclusion

PRIMARY CHARGE

The President's Commission on Diversity, Access, Equity, and Inclusion will act as a catalyst and an advocate for furthering The College of Charleston's goal of achieving "Inclusive Academic and Institutional Excellence" within a campus climate and community that is diverse, inclusive, inviting, welcoming, vibrant, and supportive of social justice for all. The primary and specific charge of the President's Commission on Diversity Access, Equity, and Inclusion shall be as follows:

- ▶ Advise the President on issues, policies, and practices that affect the College of Charleston's commitment as a champion of diversity.

- ▶ Report periodically to the President and his Executive Cabinet, as well as to the College community on the status of issues of diversity, access, equity, inclusion, and social justice at the College of Charleston. This includes matters of diversity in employment; working, learning, and living environment; compensation; and campus climate.

- ▶ Offer recommendations to redress all forms of inequities and discrimination, including:
 - Offer recommendations for enhancing the College's recruitment, retention, and graduation of **all** students, with special focus on African Americans and other students from traditionally underrepresented groups and disadvantaged groups in all of its programs;
 - Offer recommendations for enhancing the College's recruitment, retention, and graduation of international students in all of its programs;
 - Offer recommendations for enhancing the College's recruitment, retention, and the professional advancement of **all** faculty and staff, with special focus on African Americans and other faculty and staff from traditionally underrepresented groups and disadvantaged groups;
 - Offer recommendations for effective ways of significantly increasing the number of women in leadership roles at the College;

- Offer recommendations for effective ways of enhancing the learning, living, and working environment for all faculty, staff, and students with disabilities at the College;
- Offer recommendations for policies, practices, and programs for addressing gender-based issues at the College, including gender identity and sexual orientation; and
- Offer recommendations for policies, practices, and programs aimed at addressing religious diversity at CofC.
- Periodically assess the College of Charleston's institutional diversity initiatives and other efforts for effectiveness and recommend best practices for achieving success.

► Propose initiatives to ensure an all-inclusive diversity, especially *racial and ethnic diversity*, at the College of Charleston, which fully engage faculty, staff and students in the creation of a campus that is inclusively diverse, inviting, welcoming and supportive for all.

► Advise, support, and work collaboratively with the Associate Vice President/Chief Diversity Officer and the Office of Institutional Diversity to achieve the College of Charleston's institutional diversity strategic goals as outlined in the College' Strategic Plan.

The specific objectives of the Commission shall include the following:

- Develop a long-term Institutional Diversity Strategic Plan that will serve as a blue print for implementing the institutional diversity strategies outlined in the College of Charleston's STRATEGIC PLAN.
- Research, monitor, and report on the status of various identity groups on campus, and on institutional efforts to combat acts of malicious or injurious prejudice, discrimination in all its forms, and racism within the CofC community.
- Identify major diversity related needs and topics of concern to the CofC community.
- Propose policies and programs to address these needs and concerns, and to promote, maintain, and publicize strategic initiatives and focus on the issues.
- Collaborate with campus constituents with complementary goals and objectives.
- Monitor the effectiveness of any proposed policies and initiatives upon implementation and recommend strategies for continuous improvement

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President's Commission on Diversity, Access, Equity, and Inclusion (Adopted 10.28.10)

COMMISSION'S ANNUAL REPORT

The President's Commission on Diversity, Access, Equity, and Inclusion will prepare and disseminate to the President and the Executive Cabinet, as well as to the College Community, a comprehensive annual report of its activities, initiatives, and accomplishments.

MEMBERSHIP AND LENGTH OF SERVICE

Members of the Commission shall be appointed by the President of the College. The appointment to the Commission shall be on a two-year rotating basis. The Associate Vice President and Chief Diversity Officer shall serve as a permanent Co-Chair of the Commission. The President's Commission on Diversity, Access, Equity, and Inclusion shall consist of diverse members of the internal College of Charleston community, drawn from the various constituents of the College, including students, faculty, staff, and senior administrators.

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