CLAS DEIA COMMITTEE

# Rationale for CLAS DEIA Committee

## We are committed to centering diversity, equity, inclusion, and access.

Commitment 1: Centering Diversity, Equity, Inclusion, and Access – “We value and work to foster a community in which inclusion, equity, access, and respect for difference sustain, and are sustained by, a liberal education that is accessible to and beneficial for all" ([College of Liberal Arts and Sciences’ Vision and Commitments](https://www.gvsu.edu/clas/vision-and-commitments-67.htm)).

## Diversity, equity, inclusion, and access are also related to Commitment 2: Supporting Student Success:

“We value the uniqueness and the diversity of human experiences and standpoints and support a student-ready approach to the continuous improvement of CLAS structures and processes” ([College of Liberal Arts and Sciences’ Vision and Commitments](https://www.gvsu.edu/clas/vision-and-commitments-67.htm)).

## In addition, diversity, equity, inclusion, and access are relevant to Commitment 3: Creating a Workplace Where Faculty and Staff Can Thrive:

“We value structures and processes that provide faculty and staff opportunities to develop as professionals and leaders, that support a reasonable balance of time and energy across all areas of our lives, and that provide opportunities to connect and build relationships. We value the life of the mind, in all its forms, and recognize that the creation of knowledge and the dissemination of knowledge are closely connected activities for teacher-scholars.”([College of Liberal Arts and Sciences’ Vision and Commitments](https://www.gvsu.edu/clas/vision-and-commitments-67.htm))

# Tentative Charge

The CLAS Diversity, Equity, Inclusion, and Access (DEIA) Committee will be a thought-partner to foster transparent communication with the CLAS Dean’s Office and advise the Dean and Associate Dean for Inclusive Excellence on promoting and making progress on initiatives related to diversity, equity, inclusion, and access in the College.

## Some of the responsibilities associated with the charge:

* Makes formal recommendations to the Dean on policies, actions, and programs to support and fulfill diversity related commitments by the College.
* Provides routine recommendations and insight to the Dean’s Office on issues of culture, climate, equity, inclusion, and diversity in the College.
* Supports the development of a multi-year diversity, inclusion, equity, and access plan for the College that will be evaluated annually.
* Formulates and supports strategies for integrating diversity and inclusive teaching practices into the curriculum at the college level.

# Timeline:

The DEIA Committee will begin its work as an appointed advisory committee in Winter 2023. The meeting times will be determined by the availability of the appointed committee members. The CLAS Dean’s Office intends for the committee to become an elected faculty committee with appointed staff and student members by the 2025–2026 academic year.

# Number of members on the CLAS DEIA committee:

* 6 full-time faculty committee members
* 3 full-time staff committee members
* 1 student committee member (to be selected from among the members of the CLAS Student Advisory Committee)
* 1 *ex officio* member – Associate Dean for Inclusive Excellence

# Length of terms on committee for the years it will be an appointed advisory committee (Winter 2023 – Winter 2025):

* Length of term for appointed faculty member (affiliate, tenure-track, and tenured faculty): 2.5 years.
* Length of term for appointed staff member (full-time PSS and AP): 2.5 year
* Length of term for student member: 1 semester (Winter 2023); 1 academic year thereafter.