

Diversity Council Charter – 1/15/2010

Purpose and Reporting:

The University of Washington Bothell Diversity Council is an advisory body established to coordinate and guide progress in fulfilling the commitment to diversity outlined in the mission statement and identified as a priority through UW Bothell's strategic planning processes.

The Diversity Council will advise the Chancellor and Vice Chancellors and make recommendations to inform the work of appropriate decision-making bodies. The Diversity Council will collaborate with the Cabinet, Academic Council and GFO Executive Council on a regular basis and will meet with the Chancellor annually.

Background:

The UW Bothell mission states that the campus provides “a dynamic community of multicultural learning” and will “build an inclusive and supportive community.” This commitment has guided UW Bothell's development, and was recently affirmed as a top priority through a campus-wide planning process. The resulting *21st Century Campus Initiative: UW Bothell Priorities Plan 2008-2020*, calls for an enhanced commitment to diversity and inclusiveness. Campus programs and units have since worked to build on the existing culture of inclusiveness, adding a renewed focus on diversity issues to planning for new academic opportunities, outreach programs and other endeavors. The Diversity Council will provide guidance and coordination in further developing and implementing UW Bothell's diversity and inclusiveness goals.

Membership:

The Chancellor will appoint the members of the Diversity Council, which will include faculty, staff and students. Members will serve staggered two-year terms, with the exception of student representatives, who will serve for one year. Members may serve for consecutive terms. Note: Initial appointments will be for one, two or three years, to phase in staggered terms.

Initial Charge:

1. Make recommendations to the Chancellor and Vice Chancellors to address, and modify as needed, the diversity goals outlined in the 21st Century Campus Initiative:
 - a. *Enhance recruitment and support for underrepresented faculty, staff and students.*
 - b. *Incorporate multicultural content and diverse perspectives in learning and scholarship.*
 - c. *Support success for a student body of increasing diversity in ethnicity, race, gender, age, sexual orientation, social class and disability.*
 - i. *Create a multicultural program.*
 - ii. *Create bridge and support programs.*
 - iii. *Build P-12 and community college pipeline partnerships.*
 - iv. *Maintain commitment to students of all ages and those with disabilities.*
2. Support the development of an open and safe campus climate.
3. Develop a diversity mission statement and strategy for increasing campus awareness and participation in achieving goals for a diverse and inclusive campus.
4. Consider conducting an initial inventory of current diversity/inclusiveness projects, initiatives and practices on campus.
 - a. Collaborate with the Office of Institutional Research to address data and metrics needed to support diversity initiatives.
5. Make recommendations for processes to enhance recruitment and support for underrepresented groups, such as a diversity hiring toolkit.
6. Provide opportunities for campus discussion and input, such as a campus forum on diversity programs or projects.
7. Prepare an annual report to campus each Spring.
8. Coordinate with tri-campus organizations.

Review:

The Diversity Council will be established for a period of five years, with a review to be conducted during the fourth year. The Vice Chancellor for Academic Affairs will initiate a review of the council's activities and effectiveness to determine whether the Diversity Council should be reauthorized and, if indicated, to recommend modifications to the charter.