

University of Wisconsin - Eau Claire
Equity, Diversity, and Inclusion Strategic Plan Development Committee
CHARGE

Dr. Warren Anderson, Vice Chancellor of Equity, Diversity, Inclusion & Student Affairs submitted to the EDI Strategic Plan Development Committee the following charge document.

Defining Equity, Diversity, and Inclusion

Equity – The assurance that every member of our community has equal access to the opportunities presented across our broad spectrum of offerings at UW-Eau Claire, including recruitment, hiring, enrollment, academic and non-academic programs, etc.

Diversity – The recognition and appreciation for all of the differences represented within our culture and environment – i.e. – the percentages of minority students in the student body.

Inclusion – Characterized by intentionality. Intentional and ongoing efforts to ensure that individuals from diverse and targeted populations are fully able to participate in every aspect of the institution, including decision-making and leadership opportunities.

Committee Charge

It is my expectation that this strategic plan puts us on a path to be a regional and national leader in cultivating a truly equitable and inclusive university. This will be informed, in part, by a strong connection to the University Planning Committee. There will be opportunities for intermittent engagement and collaboration so that the work of each is well represented in both processes and documents.

This committee will provide clear insights into the following questions:

1. What does a truly inclusive educational environment look like?
2. What are the strategic EDI priorities that the campus will focus on in order to become a national leader in equity and inclusion?
3. What actions will we take to move us toward meeting the identified strategic EDI priorities? While the committee members will have broad latitude to evaluate numerous priorities, the priorities must include the following:
 - a. Diversity within the student and employee recruitment process
 - b. Retention and engagement of underrepresented or marginalized students and employees
 - c. Enhancement of EDI in the curricular and co-curricular aspects of the learning process
 - d. Enhancement of student and professional EDI development and implementation
 - e. Identifying and addressing any UW-Eau Claire cultural climate issues
4. How do we prioritize the resources, both human and capital, to achieve the desired outcomes?
5. In what ways will this EDI Strategic Implementation Plan align with the wider UW-Eau Claire Strategic Plan?
6. What existing policies and procedures should be amended, created, and/or eliminated as possible barriers to a completely inclusive community?
7. How can EDI be integrated into the everyday roles and responsibilities of every division, department, and program at the university?

While the charge above is meant to be expansive, members of the committee **will not** be expected to:

- **Start from scratch.** While we are charting a new course around EDI, there was tremendous work done prior to the arrival of the current Vice Chancellor. That work is to be respected, and we should build on the great work done under the previous EDI strategic direction
- **Call for new positions.** Members of this committee are charged with developing the strategic plan around EDI. However, that focus should not include operational aspects for any specific department or program or given the impending budget constraints, and we may or may not have the resources to add new positions.

Roles and Responsibilities

Committee members will be volunteers from across the entirety of UW-Eau Claire, including Barron County and Marshfield. Every committee member will be responsible for:

- Attending, and actively participate in scheduled committee meetings in an effort to remain on target for the established completion date of this plan.
- Develop necessary components of the EDI Strategic Implementation Plan, including mission, vision, values statements, goals, targets, assessment metrics, human and financial capital, etc.
- Engage stakeholder groups, which include students, faculty, staff, alumni, and community members, from across the university to garner support, feedback, and input.
- Promote and advocate for the implementation of the EDI Strategic Implementation Plan to internal and external stakeholders.
- Disseminate information about the planning process, the EDI Strategic Implementation Plan, and its implementation.

Expected Deliverables

The work of this committee will begin immediately (May 19, 2020), and will conclude with a report that highlights examples of the current state of EDI progress at UW-Eau Claire and identify EDI trends or vital points found during the preliminary phase taking place during summer 2020. The purpose of this preliminary report is to serve as a foundational document to inform the strategic plan development and its final recommendations. This preliminary report will be delivered to the Vice Chancellor of EDISA on or before September 4, 2020.

At the conclusion of this Summer 2020 “Preliminary Phase,” I am expecting the following deliverables:

- A summative report discussing trends and vital points that resulted from the summer’s preliminary phase
- A communication & promotion plan to roll out the Fall 2020 listening session to gather input from stakeholders

At the conclusion of the Fall 2020 “Plan Development Phase,” I am expecting the following deliverables:

- A fully vetted strategic plan with input from our stakeholders that is comprehensive in nature and is centered on the principles of equity, diversity, and inclusion.
- Identify and recommend metrics, from a campus level, division level, and department level, that measures progress toward achieving established benchmarks.
- Recommendations on short, mid, and long-range goals, strategies, and action items that will set us apart regionally and nationally