

### **DEI Mission Statement**

Columbia College Chicago actively promotes diversity, equity, and inclusion as vitally important to its present and future success. These principles are essential to the educational experiences of our students, staff, and faculty. The present standing and history of systems of racial oppression permeate all levels of our society, and intersect with discrimination based on age, class, disability, ethnicity, gender, national origin, religion, and sexual orientation, among others. We believe these structures of power and privilege need to be studied and understood by all members of our community. We are committed to dismantling these systems within Columbia College Chicago by creating policies, programs, and opportunities that will ensure that diversity, equity, and inclusion thrive and are at the center of all that we do.

### **New DEI Committee Structures**

In AY2015-16, President Kim appointed a Diversity, Equity, and Inclusion (DEI) committee to help change and improve Columbia College Chicago's curriculum, culture, and national profile as outlined in the college's strategic plan. President Kim selected the members of the DEI committee from a pool of self-nominated full and part-time faculty members, administrators, staff, and students. Committee members were chosen because of the intersections between their research, creative or professional practice, or teaching and issues of diversity, equity and inclusion. The DEI committee has since spearheaded efforts to hire more underrepresented faculty members, increase the number of courses examining the histories and experiences of marginalized peoples, train the Columbia College community in how to identify and address systems of power and privilege, and sponsor innovative and informative programming around diversity, equity, and inclusion. To further the college's commitment to these aims, the President is expanding the DEI committee into two committees with complementary functions. The current DEI committee will from heretofore be renamed the DEI Executive Committee, and the President is seeking self-nominations to fill vacant seats described below. The President is also seeking self-nominations for the new DEI Advisory Committee.

### **The DEI Executive Committee**

The DEI Executive Committee will assist the co-directors of academic DEI on the design, implementation, and evaluation of initiatives that will embed a commitment to diversity, equity and inclusion in the college's curriculum, programming, and academic personnel in accordance with our academic DEI mission and the college's 2015 strategic plan. The roles and responsibilities of the DEI Executive Committee will include:

- Participate on College search committees
- Participate on DEI Designated Curriculum committees
- Other service might include:
  - Jurying for the DEI Programming Grant
  - Leading "Unpacking the Undoing Racism" workshops
  - Assisting in developing and leading faculty development and curriculum workshops

Membership on the DEI Executive Committee is a two-year commitment with an option to self-nominate after a one-year hiatus from the committee. The DEI Executive Committee will convene monthly during the fall and spring semesters. It will have representatives from the full

and part-time faculty, staff, and administration. Currently, the committee seeks to fill vacant seats with:

- Two part-time faculty members
- Two staff members

### **The DEI Advisory Committee**

The DEI Advisory Committee will assist the co-directors of DEI with organizing and developing DEI initiatives within their schools, departments, offices and communities of professional practice. The committee seeks members with a demonstrated commitment to DEI organizing in their disciplines, departments, professional practice, creative work, and service to the college and/or their communities.

Membership on the DEI Advisory Committee is a two-year commitment with the option to self-nominate after a one-year hiatus from the committee. The committee will convene once in the fall and spring semesters. It will have representatives from full and part-time faculty, staff, administration, and students. Outlined below are examples of the roles and responsibilities of the DEI Advisory Committee:

- Organizing DEI Workgroups within schools or departments to:
  - Develop innovative recruitment strategies to attract faculty and staff who have a demonstrated commitment to DEI in their field
  - Research and propose DEI-related trainings for colleagues in their area (i.e. gender equity workshops)
  - Lead research into and development of transformative curricula
  - Engage faculty in creating DEI programming through visiting artists/scholars, creative practitioners and workshops
- Student advisory committee members are expected to organize students around DEI initiatives and inform the DEI executive committee of student concerns.

### **Eligibility and Nomination Process**

Any member of our community may self-nominate to serve on either committee, and representative bodies may also determine appropriate methods of selection as a basis for forwarding nominations. Part-time faculty members who are interested in serving must communicate directly with the leadership of the part-time faculty union, which will submit the nominations for part-time faculty representative positions. Full-time faculty and staff must have taken the Undoing Racism Workshop, and in order for the DEI Committees to be effective, its membership must possess expertise that transcends personal experience. All who self-nominate or are nominated should submit a professional *curriculum vitae* and a one-page statement addressing the following (part-time faculty members should submit these materials to the leadership of the part-time faculty union):

- Experience organizing DEI-related programs or activities in their departments, schools, offices or professional affinities outside of the college;
- A deep understanding of structures of power and privilege and demonstrated experience in navigating these obstacles to bring about change;

- Research, creative or professional practice, or teaching focused on issues of diversity, equity and inclusion;
- Ideas and projects the applicant would like to develop.

The current DEI Executive Committee will review the nominations for both committees and forward their recommendations to the Office of the President. **The President will make the final appointments. The deadline for applications is Friday, May 3.**