The Faculty Assembly Diversity Committee would like to propose a) the formation of a College of Liberal Arts & Sciences Committee on Diversity and b) the reconfiguration of the current Faculty Assembly Diversity Committee. Below, we offer recommendations regarding the structure of each of these bodies. We conclude with a discussion of our reasoning.

The new CLAS diversity committee should have thirteen members. To avoid becoming beholden to any constituency’s agenda, these members should include six individuals from the Faculty Assembly Diversity Committee, one undergraduate representative, one graduate student representative, one staff representative, and four CLAS appointees. This committee should meet on a monthly basis, and once a year, it should provide a clear report to the Dean of CLAS and the Faculty Assembly about the state of diversity in CLAS. Using information made available by CLAS, this report should engage the recruitment and retention of faculty, staff, and students, make curriculum recommendations with regard to diversity, and explain the purpose of the college’s diversity efforts. As it operates, the CLAS Committee on Diversity should be both diagnostic and visionary. It should examine the college’s diversity structure, and at the same time, it should identify leading edge initiatives that could benefit CLAS.

The Faculty Assembly Diversity Committee can play a crucial role in connecting specific stakeholders in campus diversity efforts to the university’s domestic and international underrepresented minorities. To fulfill this role, the Faculty Assembly Diversity Committee should reconfigure forming two discrete subcommittees to study and report on a) domestic and b) international underrepresented minorities. Specifically, these subcommittees would be responsible for monitoring the experiences of minorities including but not necessarily limited to African Americans, Latinos, Native Americans, individuals with disabilities, LGQBT individuals, women, and international constituencies. These subcommittees should interact with campus entities that support underrepresented groups like the university diversity councils. Based on these firsthand interactions, the subcommittees should strive to register the concerns of minorities across campus.

This motion reflects the Faculty Assembly Diversity Committee’s attempt to grant CLAS a chance to take cogent actions regarding diversity. By addressing the unique needs of domestic and international minorities as well as their inclusion at UI, we seek to enrich collaborations and dialogues between minorities and various constituencies on campus. We have tailored a viable structure for CLAS, but we believe that overall diversity work on this campus is hampered by disorganization. This disorganization leads to vague reporting, redundancy of effort, low morale for volunteers, and shortsighted problem solving. By way of fitting the diversity work of CLAS and other units into a more coherent plan, we ask that 1) an independent assessment of the university’s diversity efforts be commissioned, 2) the Chief Diversity Officer be assessed annually based on the standards like those proposed by the National Association for Diversity Officers in Higher Education, 3) the Charter Diversity Committee operate more visibly in UI’s diversity efforts, and 4) the CLAS Committee on Diversity communicate with other diversity organizations from across the campus. Ultimately these sorts of actions would signal visionary leadership as opposed to reactionary management. We believe that diversity enhances the university’s mission, and should be valued as one of our most important assets to build a unified campus.