

Cultivate an Exceptionally Diverse, Inclusive, Equitable, and Welcoming Community Team

Charge:

The Diverse, Inclusive, Equitable and Welcoming Community Team, a subcommittee of the DU IMPACT 2025 Steering Committee, has been charged with continuing to examine one of the five areas of focus highlighted by Chancellor Haefner and Provost Lengsfeld. The Team will develop concrete recommendations for transformative next steps in this area, due in a report by March 27th to Provost Lengsfeld. This team will present their recommendations to the full Steering Committee on March 20th.

The Team will continue to examine and develop recommendations for cultivating an exceptionally diverse, inclusive, equitable, and welcoming community, specifically:

- Identifying ways to bolster and support inclusive pedagogy,
- Identifying achievement gaps and ideas to close those gaps,
- Developing diversity goals for faculty and staff,
- Developing ideas for synergizing college access work on campus,
- Incorporating findings from the Community + Values initiative.

The Focus Team may also present other recommendations that support a community of diversity, equity and inclusive excellence. These recommendations could come from work already underway through the implementation of DU IMPACT 2025.

As the Team develops recommendations, they should be working with relevant offices, including the Office of the Provost, Institutional Research and more.

The team should also determine which bodies representing different DU constituencies should endorse the recommendations prior to presentation to Provost Lengsfeld and Chancellor Haefner. The team should then work with those bodies to secure a formal vote of approval (if applicable) and/or informal votes of endorsement. This campus-wide engagement should be done prior to March 30th so that the recommendations are inclusive of campus-wide perspectives. The final report will need to include details about how many people were consulted, in what way and the results of those consultations.

The team should also include metrics for measuring success.

Next Steps:

Team leaders should communicate to the provost

- A schedule that includes a regular meeting at least every two weeks, showing the day and time, and

- A campus engagement plan that includes opportunities for presentation to and input from the larger DU community to take place between December and February.