

*By-laws of the Diversity Committee
College of Education and Allied Professions
Updated Spring 2022*

History and Vision

In 1991, the College established a standing Minority Recruitment Committee to promote diversity among its faculty, staff, and students. Over the years, the scope of the committee's activities has expanded. Now called the Diversity Committee, its mission is to foster and maintain a diverse, welcoming community that supports the development of culturally competent and globally minded professionals who engage with the western North Carolina region, state, and world.

Defining Diversity

Diversity is defined broadly to include ethnic origin, race, cultural background, socioeconomic level, education, religion, sex, gender identity, sexual orientation, geographic and linguistic background, age, and abilities.

Mission and Goals

The CEAP Diversity Committee strives to cultivate and sustain an inclusive community that values open dialogue, cooperation, shared responsibility, mutual respect, and cultural competence – the driving forces that enhance teaching, scholarship, and service in education and related professions.

Committee goals are to:

1. Integrate content into curricular and co-curricular experiences, including field experiences and internships, in order to promote students' knowledge, skills, and dispositions related to diversity and cultural competence.
2. Recruit and retain a diverse student body.
3. Recruit and retain diverse and culturally competent faculty and staff.
4. Provide professional development and engagement opportunities for faculty and staff to strengthen their abilities as culturally competent teachers, researchers, and representatives of the college.

Membership

The Diversity Committee is composed of individuals who understand the active and on-going mission of the committee. Members must value the mission of the committee and be willing to volunteer their time and energy towards achieving its goals. Guidelines for determining membership are as follows:

- Candidates for membership on the committee may self-nominate or be nominated by colleagues, department heads or the Dean.

- Membership of the committee reflects diversity, and appointments of members are considered in terms of diverse representation, as well as commitment to serving and supporting the mission and vision of the committee.
- Membership includes faculty, professional staff, and students from units both within the College and across the University. The committee maintains 21 membership positions under the following criteria: one member per academic program, administrative unit and partner office. Members are to be voted on as each unit sees fit.
 - The academic programs are Human Services (Birth-Kindergarten, Counseling, Parks & Recreation Management, Experiential & Outdoor Recreation, Leadership, Higher Education Student Affairs, Human Resources, Educational Leadership), Psychology (undergraduate and graduate), and School of Teaching and Learning (Elementary & Middle Grades Education, Secondary & Specialist Subject Education, Special Education, Health & Physical Education, Academically or Intellectually Gifted, Graduate Programs).
 - The administrative units are: Suite 201, Catamount School, Project Discovery and University Participant Program.
 - The partner office is Intercultural Affairs.
- The committee maintains two ex-officio membership positions for the Chief Diversity Officer and CEAP Dean.
- Membership term length is three years for faculty, staff and community members and one year for students. Terms are staggered to permit some consistency in committee membership from year to year. Membership terms may be renewed.
 - The following position terms renew in the first year of the cycle: Human Service Dept (8)
 - The following position terms renew in the second year of the cycle: Psychology Dept, Teaching and Learning Dept (8)
 - The following position terms renew in the third year of the cycle: Partner Office, Ex-Officio and Administrative Units (8)

Subcommittees

Subcommittees are formed from the membership of the Diversity Committee and may include individuals who are not members of the committee. Each member of the Diversity Committee is expected to serve on at least one subcommittee. The standing committees below are permanent and clearly align with the overall mission of the Diversity Committee.

Standing subcommittees include:

- Diversity Programming Subcommittee—plans diversity presentations and training experiences (including but not limited to programming generally referred to as “Diversity Dialogues”) for the students, faculty and staff in the College, the University and the community. Plans and executes off campus experiences for students and/or faculty and staff to enhance their global or cultural understandings.

- Recruitment & Retention Subcommittee—works with schools, other institutions and agencies and with the University’s Office of Admissions and Office of Human Resources to recruit and retain diverse faculty, staff, and students. Members of the subcommittee serve on an ad hoc “Diversity Resource Committee” that: 1) meets with all candidates who are interviewing for faculty and staff positions in the CEAP (though members of the committee non on this particular subcommittee can serve in this capacity, as well); and 2) provides support, as requested, for all new members of the faculty and staff in the CEAP.
- Curriculum & Instruction Subcommittee—coordinates and supports efforts to design, implement, and evaluate a quality curriculum and set of experiences for faculty, staff, and students related to diversity. Support may include identifying resources, human or otherwise; providing consultation with members of the faculty and staff. Create, update, and maintain resource guides. Assist with syllabus review and consultation.
- In addition, an ad hoc subcommittee can be created in order to meet a short-term goal of the Diversity Committee.

Selection of the Chair and Subcommittee Co-chairs

- The term of the chair is two years and may be renewed.
- The members of the Diversity Committee select co-chairs from the committee’s membership by nomination and private vote.
- When up for election, co-chair nominations will be solicited prior to the last meeting of the spring term and voted on at that meeting.
- There are several ways to select subcommittee chairs/co-chairs: self-, peer-, or chair-nomination
- The co-chairs and the subcommittee chairs/co-chairs meet as needed to discuss the direction and progress of subcommittee work

Meetings

The chair schedules a minimum of one meeting of the Diversity Committee per semester. Subcommittees meet as needed to plan and complete tasks in a timely manner. Either the Diversity Committee chair or subcommittee chairs/co-chairs may call meetings.

Student Membership

The committee maintains openings for two CEAP student advisory board members: one undergraduate and one graduate student. Membership for students not affiliated with CEAP is available on the basis of student interest/nomination. At the start of each Fall term, program directors may obtain nominations and submit one graduate student and one undergraduate student for selection to the committee. The executive board of the committee will then select one student from each category to serve for a term of the academic year.