Proposal for Standing Senate Committee on
Diversity, Equity, and Inclusion

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Similar Committees Exist at Peer Institutions

- UCLA
- UC Irvine
- IUPUI
- SUNY System
- Vanderbilt
- University of Maryland
Examples of Committee Responsibilities

• Write, review, and bring policy related to issues of inclusion and equity to Faculty Senate

• Serve as an advisory committee to senior leadership regarding issues of inclusion and equity for faculty, such as recruitment and retention of women and underrepresented minority faculty

• Work closely with college-level diversity and inclusion committees on local issues of policy/shared governance

• Serve as reviewers for the Campus Affirmative Action Plan

• Cooperate on initiatives with the Diversity Coordinating Council (DCC)
Faculty Data Trends

Faculty by Gender

2015: 40% Female, 60% Male
2016: 40% Female, 60% Male
2017: 40% Female, 60% Male
2018: 40% Female, 60% Male
2019: 40% Female, 60% Male

Faculty by Ethnicity

2015: 10% URM, 90% non-URM
2016: 10% URM, 90% non-URM
2017: 10% URM, 90% non-URM
2018: 10% URM, 90% non-URM
2019: 10% URM, 90% non-URM
Why is a Senate Committee different from other diversity groups?

- A senate standing committee is a stable part of shared governance.
- The mission of committees tasked with addressing issues of diversity and equity may still be in “institutional flux” under a constantly changing administration and administrative priorities.
- The DCC (currently in the Provost’s office) is a committee made up of faculty, students, and staff in order to address the needs of every constituent at the University of Arizona.
- Many diversity and equity groups (task forces, etc.) are organized by administration, and are therefore comprised of members appointed/approved by administrators.
- The DCC is not a chartered member of the University of Arizona and does not have accompanying bylaws.
What other tasks might this committee consider?