University Diversity Action Council

**Purpose:** In the 2011-2012 academic year, the University Diversity Action Council was realigned to do the following:

- Provide support to the vice president for the Division of Diversity, Equity and Inclusion in implementing the diversity mission and action plan.

- Ensure that divisional units represented by University Diversity Action Council members are fully informed and engaged in diversity development across the university.

- Certify that the diversity initiatives within divisional units are aligned with university direction.

- Serve as the highest leadership council for university wide diversity matters.

- Receive and review diversity progress updates from each unit’s Diversity Scorecard and implement the action initiatives of the Equity Action Plan through collaborative efforts across the university.

The members of the University Diversity Action Council consist of Kent State students, faculty, staff and administrators from a wide range of disciplines, job categories and divisional units. All eight Kent State campuses are represented, and the council meets monthly. During the 2011-2012 Academic Year, the University Diversity Action Council has provided input for the Equity Action Plan and aided in developing the aforementioned diversity mission, vision and values and action statements. The University Diversity Action Council will provide leadership and oversight in implementing and assessing the Equity Action Plan.

- The first dimension is *Institutional Climate, Culture and Community Relationships.* Institutional climate refers to the campus environment with its prevailing attitudes, standards or environmental conditions of various groups within the university community. The goal is to understand the perspectives and needs of the campus community through biannual campus climate assessments, and to create supportive environments by way of building community, trust and credibility for all groups, to include internal and external partners of the Kent State University family.

- The second dimension is *Student Access, Recruitment, Retention and Success.* This dimension focuses on greater inclusion and success of historically underrepresented student groups. It will also address the challenges for broader underserved student populations by providing access to greater opportunity that will enhance academic goals across the eight-campus
The main area of focus for this dimension is recruitment and retention, to help underrepresented students enter, persist and graduate from the university.

- The third dimension is *Education and Scholarship* and pertains to the mission of the university to prepare all of its students to thrive in a pluralistic society and in an increasingly linked global community. Areas of focus will be financial and academic scholarship, teaching and learning strategies focused on multicultural competencies, and infusing diversity into the curriculum, all of which will address diversity concerns based upon the educational and scholarly role of the university.

- The fourth dimension is *Institutional Accountability*. This dimension unites the first three dimensions simultaneously to help build and sustain a successful, diverse and inclusive university, holding leadership accountable across the span of the university. The focus includes: the professional development and recognition of faculty, staff and students, particularly as it relates to diversity; implementing measures to increase the recruitment and success of diverse faculty and staff hires; support initiatives to diversify university advisory boards; support the advancement of women, particularly in science, technology, engineering and mathematics disciplines; support growth in supplier diversity efforts, and the coordination and monitoring of organizational change that supports university wide diversity goals.

**Highlight of activities from 2011-2013**

a) Support strategic work of DEI  
b) Aided in developing Equity Action Plan  
c) Implementation and development of action initiatives for each dimension  
d) Each group working to assess work  
e) Enhancing Communication of Scorecard matters (unit teams)  
f) Communication of diversity committee issues (if unit has one)

**Terms/Attendance:**

a) Two representatives are appointed from each area (colleges, staff units, campuses)  
b) **Terms:** primary and alternate terms (2 year terms beginning fall 2013 through May 2015)  
   a. Deans/Vice Presidents appoint representatives  
c) **Attendance:** One UDAC Monthly meeting to be attended by primary representative. If primary representative is unavailable then alternate representative attends. In addition to monthly UDAC meeting, individual committees may decide to have additional meetings.