

Proposed DJS Council:

Diversity, Justice and Sustainability Council

Purpose

The Diversity, Justice and Sustainability Council is a university Council whose general purpose is to lead the development of a long-range plan for a Diverse, Just and Sustainable (DJS) living, learning, and working community. Working with and receiving input from PLU students, faculty and staff, the Council advises the administration on matters related to implementation of the plan with the goal of all PLU community members experiencing an inclusive, sustainable, caring, and affirming environment that prepares them to inquire, lead, serve and care for other persons, their communities, and the earth.

Duties

- Institutional Viability and Vitality—Focus on key areas that build PLU’s capacity and structures for diversity, justice, and sustainability. Develop the human and institutional resources and expertise to fulfill our mission.
- Climate and Intergroup Relations—Examine the campus climate through a variety of perspectives. Build the capacity of all members of the wider campus community to engage in difficult conversations.
- Access and Success— Direct attention to educational improvement using student success as one indicator of institutional capacity. Involves identifying talent, enabling student achievement, and studying which students are thriving, in what fields, and why.
- Education and Scholarship—Focus on the educational experiences of all students and the scholarly focus of the institution, encouraging and supporting content, pedagogy, and research that inspires thoughtful and critical academic attention to social, cultural, and environmental issues and their intersections.

Duties draw heavily from the work of D.G. Smith, Diversity’s promise for higher education. Making it work.

Goals

To create, recommend, and implement policies that actualize the university’s commitment to Diversity, Justice and Sustainability.

To support, contribute to, and assess programming that integrates Diversity, Justice and Sustainability into curriculum, co-curricular offerings, professional development opportunities and student leadership development.

To assist Human Resources and search committees with developing and implementing specific strategies, training and resources to attract, recruit, hire and retain a diverse faculty and staff committed to the university’s mission.

To partner across campus with relevant groups (examples: SEMAC, ARTS) to ensure that admission and retention policies and practices are ethical and congruent with Diversity, Justice, and Sustainability and student success priorities, commitments and outcomes.

Committee Membership

Leadership:

Vice President, Student Life
Associate Provost for Undergraduate Programs

Members:

Sustainability Committee, faculty delegate
Campus Life Committee representative
2 Appointed faculty members
ASPLU Sustainability Director
RHA Social Justice Director
Diversity Director of ASPLU (this position is also a member of Interfaith Council)
Director of the Women’s Center
Director of Multicultural Recruitment (Admission)
Director of the Diversity Center
Associate VP for Human Resources (responsible for providing feedback to ASC)
Associate VP for Facilities

The proposal is that this new council would replace the existing University Diversity Committee:

SECTION 13. UNIVERSITY DIVERSITY COMMITTEE

A. Membership:

University Affirmative Action officer, vice president of admissions and enrollment services, vice president for student life, director of human resource services, provost (or designee from Deans’ Council), director of diversity center, ASPLU representative appointed by the ASPLU president (after consultation with the vice president for student life), RHA environmental justice and diversity director, staff representative appointed by the president (two year term), faculty representative elected by the faculty (two year term), faculty representative from Committee on Admission and Retention of Students, faculty representative from Campus Life Committee, and the chair of the Diversity Committee for Cultural and Educational Programming. The University Diversity Committee chair, appointed by the president, shall be the vice president for admissions and enrollment services, the vice president for student life, the director of human resource services, or the provost.

B. Advisory Membership:

President’s Office Representative, Associate Director of Multicultural Affairs, and Associate Director of Multicultural Recruitment. Consistent with Article IV, Section 4, Subsection B, 7 and 8 of the Faculty Bylaws, advisory members shall have the same rights and privileges as any other member of the committee except the right to make motions and to vote.

C. General Purpose:

To monitor and enhance the overall progress of the university in carrying out its PLU 2010 commitment “to develop a more diverse community of students and employees,” including enhancement of the diversity of students and personnel as well as continued development of an inclusive, affirming, and non-discriminatory environment.

D. Specific Duties:

1. To assist in the implementation of, policies and programs that demonstrate the university's commitment to making the campus community one that is welcoming and respectful to all of its members, regardless of race, gender, ethnicity, national origin, disability, sexual orientation, or other identity differences unrelated to one's ability to contribute to the university's mission.
2. To assess admissions, hiring, and retention policies and practices, with attention to significant discrepancies between the university community's demographic representation of racial, ethnic, and gender groups and the demographic representation of such groups in the larger population and other relevant reference populations; and to pay attention in admission, hiring, and the conditions of employment to adequate recognition and appreciation of community members' diverse abilities and qualifications.
3. To recommend necessary and appropriate policy changes to the administration and the faculty.
4. The elected faculty member shall also serve on the University Review Board.
5. To provide the opportunity at least once a year for response to the committee's work by the larger campus community. Among those invited to such open meetings shall be representatives from: the Academic Assistance Center; Academic Deans' Council; Administrative/Staff Council; Advising Office; ASPLU Diversity Committee; Campus Ministry Office; Counseling Center; Educational Policies Committee; Faculty Affairs Committee; Harmony; MESA; Residential Life Office; Student Involvement and Leadership Office; Women's Center Advisory Committee, Women's and Gender Studies Program Committee, University Dispute Resolution Committee; University Review Board; and student clubs organized around issues of diversity.
6. To report to the administration and the faculty annually with respect to the above responsibilities