

## UAA Diversity Statement

With freedom of speech being at our core, UAA strives to create an inclusive respectful campus community that promotes and embraces our individual differences. We are united in our belief that diversity includes understanding and respecting differences in ideas, religion, gender, ethnicity, race, sexual orientation, disability, age, and socioeconomic status. We celebrate diversity in all of our educational and employment endeavors.

### UAA Diversity Action Council Charge

- Assist the Director of Office of Campus Diversity and Compliance with the development of a *Diversity Action Plan* that includes specific action steps to support UAA goals.
- Advise and recommend to the Chancellor a course of action on campus-wide diversity issues.
- Promote and support campus efforts that effectively address issues related to diversity.
- Recognize and honor exemplary actions that contribute to a supportive campus climate.
- Assist the Director of Campus Diversity and Compliance in designing an assessment process to monitor progress on implementing the *Diversity Action Plan*.

### UAA Diversity Action Council Composition and Terms of Appointment

**Membership Size and Composition** - The Diversity Action Council composition shall be as follows:

1 Classified Council representative	1 Executive employee representative
1 APT Council representative	1 Community Campus representative
1 AHAINA staff representative	1 USUAA student representative
1 NSS staff representative	1 Club Council student representative
1 DSS staff representative	1 OCDC Director or designee (ex-officio)
5 Faculty Senate representatives	1 OCDC Administrative coordinator (ex-officio)
1 International Affairs representative	1 HRS Director or designee (ex-officio)

**Nomination Process** – At least two nominations for each seat are to be submitted from the following areas to the Chancellor for consideration.

- Faculty nominations will come from the Faculty Senate and the Faculty Senate Diversity Committee (FSDC). Nominated faculty members are not required to be members of the Faculty Senate or Faculty Senate Diversity Committee. However, at least 1 DAC faculty appointment will be a member of the FSDC to serve as a liaison between the DAC and FSDC.
- Nominations will come from AHAINA, NSS, DSS, International, and Classified and APT Councils.
- Student nominations will come from USUAA and Club Council.
- Community campus nominations will come from campus directors.

**Appointment Process** – The Chancellor will annually solicit nominees for Council members near the end of the academic year for the following academic year. Council nominees shall document their personal and professional interest in diversity related activities through a one- to two-paragraph statement submitted to the chair/head of the governance body or administrative unit that has a DAC seat. If a Council position is vacated prior to the end of a term, a new council member will be appointed to the vacated position, at the discretion of the Chancellor with recommendations from the DAC chair and OCDC director. The Chancellor shall appoint the executive representative and the committee chair.

**Terms of Appointment** – Faculty/Staff Council members shall hold two-year staggered appointment terms. Student Council members shall hold one-year terms.

**Meeting Times** – The Diversity Action Council shall meet at a minimum 3 times a year with the Chancellor (additional meetings scheduled at the discretion of the Chancellor).