

**Colorado School of Public Health Inclusive Excellence Committee**

***Charter***

**08-23-22**

**1. Purpose**

This charter establishes the Inclusive Excellence Committee (IEC) and sets forth its mission, objectives, responsibilities, and operations.

**2. Mission**

The IEC brings faculty, staff, school leadership, and students together to progress the school's equity, diversity, and inclusion (EDI) goals. The IEC is committed to providing leadership, accountability, resources, and partnerships to collectively advance our work of promoting inclusive excellence, dismantling structural racism, and building a more diverse, equitable, and inclusive school. The IEC serves as an EDI advisory and alignment body for the ColoradoSPH.

**3. Committee Membership**

- i. The IEC members include school leadership, faculty, staff, and students across all three campuses (Colorado State University, University of Colorado Anschutz Medical Campus, and the University of Northern Colorado).
- ii. Any interested member of the ColoradoSPH community including students, faculty, staff and alumni, are welcome and encouraged to join the IEC. Members will also include the following leaders and representatives from the following EDI committees and groups:
  - Associate Deans and School Leadership
    1. Associate Dean for Research
    2. Associate Dean for Academics & Student Affairs
    3. Associate Dean for Administration & Finance
    4. Associate Dean for Equity, Diversity & Inclusion
    5. Associate Dean for Faculty
    6. Associate Dean for Public Health Practice
    7. Campus Directors CSU and UNC
    8. Director of Human Resources
  - ColoradoSPH at CSU Program Administration, Faculty and/or Staff
  - ColoradoSPH at UNC Faculty and/or Staff
  - Staff & PRA Council
  - Human Resources
  - ColoradoSPH Office of Communications & Marketing
  - Student Council
  - Faculty Senate

- ColoradoSPH Departments Staff or Faculty
- EDI Dept. Committees and Campus Groups:
  1. Anti-racism & Equity Committee (ARE)- DEPT of CBH
  2. Health Equity Council (HEC)-DEPT of EPI
  3. CIDA DEI Committee
  4. ColoradoSPH Guiding Team
  5. CU Anschutz LGBTQ+ hub
  6. Asian Pacific Islander Affinity Group at CU-AMC
  7. ColoradoSPH at CSU Anti-Racism Student Action Group

Members representing one of the aforementioned groups should share the information they gain from the IE committee meetings, along with any updates and action items, with their respective group.

#### 4. **Committee Roles and Responsibilities**

- i. Committee members are expected to contribute through:
    - Participating in regular meeting attendance (bi-monthly or as determined by the Co-Chairs).
    - Providing timely responses to requests for information or assistance.
    - Offering subject matter expertise in support of the IEC efforts.
    - Engaging in committee activities (events or other subcommittee activities).
    - Maintaining regular communication with their respective department, center, or council about the objectives and upcoming activities of the IEC.
  - ii. Meeting discussions will be equitable, inclusive, and collegial, making decisions through a majority decision-making model, which means the preferences of individual members are democratically pooled and integrated into the final decision.
  - iii. With support from the Office of EDI, Co-Chairs will facilitate the IEC:
    - Members of the committee will elect Co-Chairs.
    - Co-Chairs will serve a 24-month term.
    - Co-Chairs will work with the Office of EDI to prepare the meeting agenda and facilitate meetings.
    - In order to hold a Co-Chair role, someone must have been a member of the IEC for a minimum of one year.
5. **Objectives of the IEC:** The IEC serves as EDI advisory and alignment body to ColoradoSPH by facilitating efforts to establish and work toward the strategic plan priorities related to EDI. At present, the priorities are outlined in (1) Area 4 of the 2019-2024 strategic plan, and (2) the Plan for Dismantling Structural Racism and Advancing Inclusive Excellence. The IEC will engage with future revisions to these plans or other relevant school plans in the future.

- i. Strategic Planning and Implementation: Area 4 of the ColoradoSPH Strategic Plan 2019-2024: Diversity, Equity and Inclusion
    - Goal 1: Build and maintain a diverse group of faculty, students and staff.
    - Goal 2: Provide programs that ensure an inclusive and equitable community dedicated to the development of public health scholarship and to practice that advances health equity.
    - Goal 3: Foster a diverse and inclusive environment through campus engagement activities and training that celebrates diversity to enhance cultural proficiency.
  
  - ii. Plan for Dismantling Structural Racism and Advancing Inclusive Excellence. Immediate actions to advance change: Broadening the Strategic Plan:
    - Racial Equity Assessment
    - A Broader Look at Inclusive Excellence
    - Educating Ourselves
    - Diversity, Equity, and Inclusion Strategic Plan Implementation
    - Curriculum Mapping
    - Partnerships
- 6. Charter Review**
- i. The IEC will review the charter at the beginning of every academic year and revise if needed.