



GENERAL CHARGE FOR SPECIAL SENATE ASSEMBLY COMMITTEES

Special committees are established by Senate Assembly as authorized in Section 4.06 of the Regents' Bylaws. In collaboration with the Faculty Senate Office and SACUA, special committees assist Senate Assembly with its work. Senate Assembly special committees are charged with bringing faculty voice and perspective to a broad range of university activities including policy and procedure.

Committee for Fairness, Equity, and Inclusion (CFEI)

Committee Chair: Nicolai Lehnert, LSA, Chemistry

SPECIFIC CHARGE 2022-2023

1. **Developing metrics for inclusion and campus climate:** in order to improve campus climate, we need to identify data-driven ways to quantify and measure campus climate. That will allow us to track campus climate and assess our successes and misses in this regard going forward, and to take counter measures. This work was started in the previous year and needs to continue. In the previous year, the committee asked the office of Equity, Civil Rights, and Title IX Office (ECRT) for similar reporting for title VII (civil rights) as it does with title IX protections. There is reporting for title IX but not discrimination.
2. **Developing tangible goals to improve representation and campus climate for DEI 2.0:** it will be very important for the university to set hard targets as part of DEI 2.0, which is a part that was left out in the first DEI plan. The fact that no tangible goals were set in the first DEI plan left many wondering how serious we really are when it comes to improving diversity, inclusion and campus climate. The committee can make a key contribution here, by identifying areas where targets should be set, and making suggestions what these targets could/should be. This connects directly to the first charge.
3. **Tri-campus fellowship proposal:** The committee begun work towards a proposal that would allow for students and faculty to access resources between campuses towards inclusion, but more work is necessary in this area.