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Council for Inclusive Excellence

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Council for Inclusive Excellence Charter

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Inclusive Excellence at Bryant University

Bryant University recognizes that its position as a leader in higher education is greatly determined by its intellectual endeavors and the diversity of its campus community, as well as the extent to which the Bryant community supports and encourages inclusive beliefs and behaviors in a diverse community. Its commitment to link academic and social diversity for the benefit of the learning and living environment reflects its belief that academic excellence, diversity and inclusion are mutually reinforcing objectives.

Bryant University encourages members of its community to be open-minded, critical thinkers who possess the courage and patience to grow in their understanding of differences – whether they be ethnic, international origin, intellectual, physical, political, cultural, sexual, religious or economic. Doing so on a personal level reaffirms the critical role that divergent voices play in making Bryant University a world-class institution dedicated to inclusion in all aspects of teaching, learning, producing new knowledge, and living harmoniously in a shared scholarly environment.

At Bryant University, faculty, staff and students should all become innovative leaders with character thriving in today's global diverse marketplace. Our immersive, collaborative model creates globally-minded citizens, flexible problem-solvers and passionate leaders eager to help each other to achieve greatness. Students are inspired to excel and challenged to be innovative in order to tackle society's most complex problems as a world which is very diverse. To provide a world-class education enriched by many perspectives, our commitment to Inclusive Excellence extends beyond the classroom and engages all areas of the campus community and all of us in the Bryant Community need to be a part of inclusivity.

We also understand diversity and inclusion as a global issue. We provide an education that offers the knowledge and skills to thrive in an age of global complexity and change. Our policies and programs nurture a pluralistic environment that honors human dignity, integrity, and the rights of others. Justice as a cardinal virtue of character requires us to treat all as we would have them treat us.

Bryant University Council for Inclusive Excellence

Overview

The Council for Inclusive Excellence brings together members from every division to help create a more inclusive environment at Bryant University. Inclusive Excellence is a university-wide program, not simply a student life endeavor. The council recognizes that fulfilling the university mission depends on the ability of everyone becoming more proficient in working effectively with a diverse and global community of scholars, including the student body. The council is responsible for recommending and coordinating inclusive efforts broadly including training, programming, and assessment. The council works collaboratively with other campus entities to develop a campus environment that is welcoming, safe, and inclusive for faculty, staff, and students.

Mission

The Council for Inclusive Excellence organizes, develops, promotes, and assesses diversity and inclusion initiatives to advance Bryant University's strategic plans for a diverse and global campus where all individuals are valued and encouraged to contribute to the success of its community members. It recommends to the President and the President's Cabinet specific plans and programs to be initiated.

The council facilitates a campus environment supportive of all individuals and groups by:

- Assessing the current climate and needs of the Bryant community related to diversity and inclusion
- Maintaining a knowledge of best practices concerning issues related to inclusive excellence in higher education
- Making recommendations for improvement of campus policies and procedures to the President and the President's Cabinet regarding inclusive best practices
- Serving as a forum for open, honest discussion of any and all issues related to equity and inclusion on campus.
- Promoting institutional policies and practices at Bryant that invite and reinforce inclusion
- Cultivating a learning environment at Bryant that acknowledges and appreciates the inherent worth and dignity of every person
- Advising administrators, faculty, staff, student governance committees, and other campus groups regarding issues of diversity and inclusion
- Serving as advocates and active agents of social and culture change to ensure an inclusive community
- Providing support and resources for programming that focuses on issues of diversity
- Promoting curricular and co-curricular activities that offer opportunities to engage with a range of aspects of diversity
- Facilitating collaborative events and programs intended to provide meaningful engagement with diversity and inclusion
- Promoting a diverse faculty and staff body by assisting in developing and implementing effective recruitment and retention practices
- In collaboration with the Human Resources department, reviewing and making recommendations on policies, procedures and informal practices across the University that affect recruitment and retention of diverse employees
- Discussing policy and procedures related to the Bias Incident Committee and make recommendations for continuous improvement
- Advising Bryant's President's Cabinet on ongoing and new initiatives that create a more diverse and inclusive campus community.

Goals

- To assess the campus climate on issues of diversity and inclusion and make recommendations for improvement
- To recommend to the President and the President's Cabinet ongoing training and workshops on inclusion throughout the academic year.
- To recognize and highlight efforts by community members to foster a more inclusive campus community

- To encourage innovative programming by providing funds through mini-grants and collaboration for inclusive campus programming
- To provide an annual report on the state of diversity at Bryant University through various metrics

Council Subcommittee Charges

Assessment Committee

The Assessment Committee is responsible for tracking campus climate on issues of diversity and inclusion as well as the impact of the work of the Council for Inclusive Excellence. Specific responsibilities include:

- Participate in committee meetings during academic year
- Gather all relevant data on diversity and inclusion that is available to assess campus needs
- Compile reports as needed to inform the Council for Inclusive Excellence, the President's Cabinet, and the campus community at large of relevant information concerning diversity at Bryant University
- Assess the impact of the work of the Council for Inclusive Excellence and subcommittees

Campus Programming Committee

The Campus Programming Committee is responsible for developing proposals for and promoting and facilitating inclusive programming on campus. The committee will review mini-grant proposals and put forth funding recommendations for proposals, provide funding for programs. Specific responsibilities of the committee include:

- Participate in committee meetings throughout the academic year
- Encourage innovative and engaging programming centered on diverse identities including but not limited to race, ethnicity, gender, socioeconomic status, sexual orientation, national/regional origin, ability and religion.
- Develop and update mini-grant application and award process
- Track usage of funds for each program for assessment purposes

Training and Development Committee

The Training and Development Subcommittee is responsible for activities that help develop competence and skills for Bryant employees in various aspects of diversity and inclusion. The group will identify needs for development and partner with the appropriate campus entities, and particularly the Human Resources department, to offer training opportunities to specific or broad audiences.

- Participate in committee meetings throughout the academic year
- Work in collaboration with divisions/offices with training functions including but not limited to Human Resources, Athletics, Student Affairs and Academic Affairs
- Gather information on all existing training with respect to diversity for employees at Bryant
- In collaboration with the appropriate offices, develop training models for the needs of populations at Bryant University including new and current faculty, new and current staff,

members of deliberative and investigative bodies including Department of Public Safety, Residence Life, Bias Incident Committee, Student Conduct Board, etc.

The Bias Incident Committee

The Bias Incident Committee will report to the Vice President of Student Affairs and the Vice President of Human Resources on confidential bias incidents. To ensure that there is an exchange of best practices, training and policies regarding the work of the Council for Inclusive Excellence, at least three members of the Bias Incident Committee shall also serve on the Council for Inclusive Excellence. The Bias Incident Committee Charter shall reflect the collaborative work with the Council of Inclusive Excellence.

Meetings

The Council for Inclusive Excellence will meet monthly throughout the academic year. Subcommittees will need to meet additionally outside of the Council meetings to accomplish their individual charges, respectively.

The Council Chair, upon written request of a member may call special meetings, the purpose of which must be stated in the meeting notice. Except in the case of an emergency, at least three (3) days' notice will be given before any meeting.

A simple majority of Council members shall constitute a quorum.

Council Records

A Secretary will be appointed by the Chair of the Council whose duties will include scheduling committee meetings, providing meeting agendas at least one week in advance of each meeting, and to take minutes of the meeting and maintain other records and reports utilized or developed by the Committee as part of their responsibilities. Minutes of meetings will be provided to committee members for review and will be approved by the Committee at each meeting.

Council Membership

Subject to appointment by the President, committee members shall serve two-year renewable terms. Terms will commence with fall semester and run through the summer term.

Renewal of Terms: A committee member may request to renew their membership at the end of their term. Committee members may only renew membership a total of three consecutive times. This is at the discretion of the President. Exceptions to term limits may be made by the President when a specific position at Bryant requires participation on the committee.

Representation: Every Bryant Division shall be represented in the Council.

Resignation: Any members desiring to resign from the Committee shall submit their resignation to the Chair who shall notify the President.