CPUC Special Task Force on Diversity, Equity and Inclusion

Draft for consideration: December 10, 2014

The Council of the Princeton University Community (CPUC) exists as a "permanent conference of the representatives of all major groups of the University" where "they could raise problems that concern them and … be exposed to each other's views." It is a standing body whose elected members include undergraduate and graduate students, faculty, staff members, and alumni. According to the CPUC's Charter, the council has authority to "consider and investigate any question of University policy, any aspect of the governing of the University, and any general issue related to the welfare of the University; and to make recommendations regarding any such matters to the appropriate decision-making bodies of the University or to the appropriate officers of the University." The CPUC is chaired by the President. The work of the CPUC is led by the CPUC Executive Committee, over which the Provost presides.

On December 8, 2014, President Eisgruber charged the CPUC Executive Committee with developing recommendations for improving University policies, practices and programming regarding diversity, inclusion, and equity for the campus community. The CPUC Executive Committee is further charged with proposing events that will enhance public dialogue about racial equality, diversity, and other topics critical to the future of our University and our country.

The CPUC Executive Committee has accordingly established the CPUC Special Task Force on Diversity, Equity and Inclusion. The Special Task Force process will include a Steering Committee (composed of the Executive Committee and additional members selected for this purpose) and three working groups focused on policy and transparency, academics and awareness, and structure and support. The three working groups will make recommendations to the Steering Committee.

The Task Force, including its Steering Committee and working groups, will provide regular status updates on its work and a report prior to the end of the FY15 academic year.

The Steering Committee will:

- Identify participants to join the members of the CPUC Executive Committee in order to create a representative Steering Committee
- Provide oversight and coordination for the working groups
- Actively solicit student testimony and other information to inform the Task Force's work around the student experience of campus climate, diversity, and equity
- Make recommendations to the President, and appropriate decision making bodies regarding new campus initiatives and opportunities to enhance current activities
- Make formal recommendations for policy changes to the CPUC, as appropriate
- Propose events and programs designed to enhance dialogue within the campus community about student diversity, equity and inclusion

- Propose events and programs designed to enhance campus understanding and engagement with national issues of diversity, equity and inclusion
- Report regularly to the campus community at CPUC meetings, through a website, and through other forums
- Address any other issues identified by the Steering Committee in the course of its work

The Working Group on Policy and Transparency will:

- Recommend ways to make information regarding campus policies, funding, and data more transparent
- Explore access to data on campus climate and demographics, as well as comparative data from peers
- Collect information regarding the effectiveness of policies and procedures related to diversity, inclusion and equity, and make recommendations for improvements, as appropriate
- Address any other issues related to transparency of University efforts focused on diversity, inclusion, equity and campus climate, as identified by the working group

The Working Group on Academics and Awareness will:

- Recommend ways to improve programming and dialogue regarding diversity and inclusion on campus
- Recommend ways to support expanded training for the campus community
- Ascertain interest in additional/expanded academic initiatives and programs for transmission to appropriate faculty committees
- Address any other issues related to campus awareness and/or cultural competency, as identified by the working group

The Working Group on Structure and Support will:

- Recommend ways to enhance options for reporting and addressing concerns regarding bias, discrimination, and harassment
- Recommend ways to increase the presence of individuals available to serve as resources to the campus community regarding diversity, equity, and inclusion, including both staff members and student liaisons
- Recommend ways to support efforts to increase the critical mass of faculty members and administrators with a commitment to diversity and inclusion
- Address any other issues related to administrative structure, staffing, and other supports, as identified by the working group