

Peirce Diversity & Inclusion Statement

At Peirce College, Diversity & Inclusion is about living a culture that embraces and respects different qualities and abilities, and recognizes the unique contributions that individuals with varying perspectives provide. By valuing and promoting Diversity & Inclusion, we create an environment that enriches everyone in our community and gives opportunities for all to achieve their full potential.

Roles/Responsibilities

- Advise the President and Executive Leadership Team (ELT) on achieving the overall goals associated with the Peirce's Diversity & Inclusion (D&I) strategy in accordance with the College's Strategic Agenda and D&I Action Plan objectives; and assess and report progress toward achieving those goals
- Serve as an implementation team to share ideas/information and leverage organizational resources toward achieving the overall goals related to the College's D&I strategy
- Identify the barriers/challenges to enhancing D&I at Peirce and provide recommendations on how we can overcome them
- Research best practices on D&I applied internally and externally for integration into the College's strategy
- Target and recommend programs designed to support leadership development, celebrate diversity, and improve the organizational culture to advance D&I at Peirce. Activities may include:
 - Sponsor speakers and activities/events to foster a learning environment for the organization surrounding D&I
 - Promote the formation of resource/affinity (or business) groups which offer group members visibility, create opportunities for mentoring, and contribute to the achievement of the College's D&I strategy goals
- Act as role models, capitalizing on member's respective strengths to invite, encourage, and inspire an organizational shift to best leverage D&I at Peirce

Resources/Information

The D&I Council will be provided the following:

- A clear understanding of the organization's business objectives and institutional goals
- Access to all College functions including those sponsored at divisional or departmental levels
- Executive leadership's support

- Clear delineation of roles and responsibilities
- Ongoing access to the President and ELT
- Opportunities to participate in D&I training and/or activities to enhance understanding of best practices

Membership

D&I Council members generally include the following (10–12):

- Council Chair (1)
- Members of the faculty, staff, and administration who represent a cross-section of the organization (4–6)
- President of the Peirce College Alumni Association or designee (1)
- Member of the undergraduate student body (1)
- Member of the graduate studies student body (1)
- VP Institutional Advancement or designee (1)
- VP Student Services or designee (1)

Consultants to the Diversity & Inclusion Council generally include the following (3):

- VP Human Resources
- VP Academic Advancement
- External Diversity & Inclusion Subject Matter Expert

Appointment/Term

The D&I Council members are appointed by the ELT from those individuals who have volunteered and/or have been recommended to participate. The Council members will generally serve 2 year terms.

Meeting Schedule

The D&I Council will meet at least 3 times per year. The Council may identify ad hoc task groups that would meet more frequently.