

# **Presidential Commission on Campus Inclusion**

## **Executive Summary**

**March 2017**

After conducting UWG's first campus climate survey and a successful national search for our inaugural Senior Diversity Officer, the Presidential Committee on Campus Inclusion focused the Fall semester on reorganizing its structure and purpose. We drafted a new mission statement:

The Presidential Commission on Campus Inclusion (PCCI) is established as a representative body charged by the President with making recommendations for the promotion of diversity and inclusion at the University of West Georgia. The PCCI collaborates with campus partners to enable students, faculty, and staff to realize their full potential through academic engagement, supportive services, professional development, and a caring, student-centered community that embraces and benefits from an inclusive environment welcoming to diverse populations.

The committee drafted bylaws that changed the group from a committee to a commission as we enter a new phase of institutionalizing diversity and inclusion efforts across campus. UWG's aspiration to become the best comprehensive university in America requires a culture that embraces diversity and inclusion, and recognizes the valuable contributions of each of our faculty, staff, and students. We believe that our individual differences lend us a collective strength that also serves as an expression of our values and beliefs.

The purpose of the Presidential Commission on Campus Inclusion is then to facilitate an educational environment that values every member of our community, not in spite of but, because of our differences in age, color, creed, education, ethnicity, gender expression, national origin, physical and cognitive ability, race, sex, sexual orientation, socioeconomic class, and veteran status. Under the guidance of the Senior Diversity Officer, the PCCI works to position

UWG as a leader in matters of diversity and inclusion, sought after by diverse populations of faculty, staff, and students as the best place to work, learn and succeed.

The purpose of the PCCI is to serve, and advise the President of the University of West Georgia and recommend strategies, policies, and practices on issues pertaining, but not limited, to: recruitment, development and retention of faculty and staff; recruitment, retention, progression, and graduation efforts supporting the academic success of students; fostering a campus climate in which diversity and inclusion are embraced and celebrated in ways that promote institutional values; nurturing mutually beneficial relationships that recognize the diversity within surrounding communities while also maintaining the university's commitment to being a hub for innovation and progress in the region.

To this end, we have created committees to address each of the bulleted groups mentioned. At the end of the Spring semester, each of these committees will report on their efforts to assess campus resources and needs and will offer a plan of action to be implemented in the following semesters.

The PCCI has completed important work in hiring our first SDO, Dr. Yves-Rose Porcena. This commission has been instrumental in the new email signature policy, implementing gender-neutral restroom signage across campus, as well as the golf cart sharing policy on campus to facilitate movement and collaboration. We have also partnered with UCM on the "It's not just black and white" campaign to explore the nuances of diversity. We look forward to working with campus partners to ensure a hospitable environment, but we need everyone's input to make that possible. The PCCI encourages your feedback as we continue our charge to improve diversity and inclusion efforts on campus.

Dr. Betsy Dahms, Chair