

## **Presidential Committee on Campus Inclusion Executive Summary September 2015**

The Presidential Committee on Campus Inclusion, convened by President Marrero in August of 2014, is comprised of representatives from across campus including faculty, staff, and students. The committee co-chairs thoughtfully constituted the committee membership to ensure inclusion of multiple viewpoints and constituencies internal and external to our campus. The complete committee list is available to the right.

Upon formation of the committee, members conducted a thorough assessment of current diversity and inclusion efforts and resources on UWG's campus. Subcommittees focused on data and research, faculty, student, staff and community efforts and concerns. The committee created an online feedback mechanism in an effort to collect the campus community's opinion on UWG's strengths and weaknesses in terms of diversity and inclusion. Following this assessment, the committee researched similar efforts at our peer and aspirant institutions to create a benchmark of practices and strategies. The committee also drafted a [preliminary definition of diversity for the University of West Georgia](#).

The committee was also tasked with finding a consultant to provide education and relevant focus within the sphere of higher education. After identifying and interviewing several potential consultants the committee contracted Dr. CJ Woods from Texas A&M University. Dr. Woods provided the committee with relevant research, guidance, gauged the campus climate through meetings and engagements with many constituents across campus and completed a report with recommendations. [View the report](#).

With the support of the UWG Survey Research Center, the committee created a campus climate survey. The survey, provided to faculty and staff, opened in March of 2015 and closed in early April. Responses from the 595 completed surveys have been analyzed and will be shared at an upcoming Town Hall meeting, Thursday, Sept. 17th at 3:30 pm in the Campus Center ballroom 108.3.

Based on our research, both on campus and in best practices in higher education, the committee recommends the creation of a Senior Diversity Officer. This position will be responsible for centralizing diversity and inclusion efforts on campus. Institutionalizing diversity and inclusion on campus, we believe, will benefit everyone. In collaboration with Human Resources, the committee has drafted a preliminary Senior Diversity job advertisement and description.

Beyond the tangible efforts completed by the committee there has also been an increased awareness and ongoing conversations about diversity and inclusion across the campus. The committee's next steps include presentations at Staff Advisory Council, Faculty Senate and an all-campus Town Hall meeting. Using the feedback secured through our research, Dr. Woods' report, survey findings, and campus meetings, the committee will identify actionable items and begin working towards making UWG campus a more inclusive community. The committee will also participate in efforts to secure a Senior Diversity Officer and plans to work directly with this officer to develop a comprehensive Strategic Diversity Plan that will guide UWG 2015 - 2020.

We continue to welcome input from all interested constituents, and remind anyone who wants to contribute their ideas or opinions to do so via the feedback form on this page.