

August 28, 2014

Dear Committee Members,

It is with great enthusiasm and commitment to creating an environment of diversity and inclusion on the campus of UWG, that I commission and sanction the **Presidential Committee on Diversity and Inclusion**.

During our strategic planning process and creation of core values, the belief, and earnest desire to define and develop a concept of "Inclusiveness" lead to specific verbiage in the strategic plan and to the identifying of "Inclusiveness" as one of our 8 core values.

**Inclusiveness** - The value of inclusiveness is evident in our commitment to celebrating our diversity, our collaborative spirit, and creating a welcoming campus that is emotionally and physically safe for all.

Taking this definition and further defining a charge for this committee will be a multi-phase process encompassing the following:

1. Consider and discuss committee membership insuring multiple viewpoints and constituencies internal and external to our campus.
2. Consider relevance and impact of committee name to insure focus and perspective.
3. Identify respected consultancy to provide educational and relevant focus within the sphere of higher education. Contract consultancy to present initial kick-off of committee efforts. This will be funded by the Office of the President.
4. Goal/Outcome - through thoughtful, deliberate, and inclusive assessment of current efforts and resources, dialogue, and research, provide the President, **by April 1, 2015**, recommendations to improve diversity and inclusiveness on the campus of UWG. These recommendations should to be in the form of a **Diversity and Inclusiveness Plan** that encompasses the institutional strategic plan timeframe, 2014-2020, and includes specific goals, objectives, data indicators, and if needed organizational recommendations to implement the plan.
5. In organizing the **Diversity and Inclusiveness Plan**, consider representative subcommittees to focus on Students, Faculty, Staff and Community - each committee may solicit additional input then report back to the committee at-large to further develop the recommendation to the President. Note - In order to insure feasibility and future success of the plan, please include input of divisional representation and authority. In addition, I recommend community and student representation in this process. Finally, it might be helpful to survey peer and aspirant efforts and/or plan creations as a reference and guide in this process.

Please let me know if you have any questions throughout this process and thank you in advance for your important work on this critical issue.

Sincerely,

A handwritten signature in black ink, appearing to read "Kyle", written in a cursive style.

Kyle