



April 20, 2021

Dear University Community:

In Spring 2019, Provost Jeff Gingerich created the **Provost's Council for Diversity and Inclusion (Council)** to examine the University's needs and to make recommendations regarding inclusive and diverse approaches, programs, practices, activities and any other goals the Council believes are necessary to create an inclusive University for students, faculty and staff. The Council is made up of faculty, staff, alumni, and student representatives.

Since its inception, the Council has played an important role in reviewing needs and advocating for increased diversity and inclusion training, programs, activities and other needs. This past summer, the Council provided a list of approximately 24 recommendations to Fr. Pilarz and the President's Cabinet. The list of recommendations resulted from listening sessions and conversations with students, alumni, faculty and staff. Many of the recommendations were or are in the process of being implemented as noted in a [response](#) from Father Pilarz last fall.

The Council created subcommittees to work on faculty, staff and student training. One subcommittee is in the process of finalizing a Race and Ethnicity Awareness Training which is similar in style to Safe Zone training. It will be available starting this summer. Another subcommittee is examining and working on recommendations for faculty training.

The Council has two other subcommittee projects underway. One subcommittee is examining faculty training needs related diversity, equity and inclusion. The other subcommittee started carrying out the difficult and critical work of examining the University's historical relationships with Indigenous, Black, Brown, LGBTQ+, and many other marginalized groups.

Members of the Council joined members of the University Planning Committee to create a Diversity and Inclusion Strategic Plan. Throughout the past year, members working on the Diversity and Inclusion Strategic Plan group have worked tirelessly in collecting data, meeting with institutional leaders, department, and community members to inform the Diversity and Inclusion Strategic Plan process. The Diversity and Inclusion Strategic Plan will build on the Diversity and Inclusion Goal of the University's [new Strategic Plan](#).

Additionally, the Council recently received the results of the HEDS Diversity and Equity Survey that was administered in the fall semester. The Council will be examining the data to further inform the Council's work, and to assist the University as it works to develop co-curricular education, diversity, equity and inclusion programs and activities. The Council will share information with campus once it is able to analyze the data.

These are just a few of the projects the Council has worked on since its inception. More information, meeting agendas, minutes, and a list of all Council Members can be found [here](#).

Please feel free to reach out to any members of the Council with any questions, comments, concerns, or ideas. Best of luck with the rest of your semester!

Sincerely,

Members of the Council for Diversity and Inclusion

cc: Provost Jeff Gingerich