

# Inclusive Community (IC) Senate Subcommittee Report

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# Mission & Assignments for 2023-2024

- Mission
  - Responsible for faculty input on policy and regulations pertaining to the promotion of a diverse, inclusive, and equitable campus climate
  - Prepare, for Senate approval, any related additions or changes to regulations or policy
- Initial assignments
  - “DEI statements” for faculty – should there be a university policy?
  - Fraternity/Sorority and IC

# Our process

- We researched best practices, consulted with ADVANCE, and worked collaboratively to draft a recommendation for Senate consideration
- **Important note!** We moved away from “DEI statements” to “contributions to an equitable and inclusive community” and clarified that the focus of assignment was **faculty hiring**

# A Lehigh for Everyone

**Task Statement:** Lehigh is a community committed to cultural diversity as an essential part of the learning environment. Lehigh will be a place where everyone feels valued. The Lehigh experience will be engaging and personal. For newcomers, the onboarding, orientation and mentoring programs will be welcoming and informative.

## Diversity, Inclusion & Equity at Lehigh

Lehigh is committed to being an institution that strives to enhance diversity, inclusion and equity. Our ongoing goal is to ensure that all members of our community feel safe, valued and welcome.

**ADVANCE**

### The Principles of Our Equitable Community:

Lehigh University endorses The Principles of Our Equitable Community [[http://www.lehigh.edu/~inprv/initiatives/PrinciplesEquity\\_Sheet\\_v2\\_032212.pdf](http://www.lehigh.edu/~inprv/initiatives/PrinciplesEquity_Sheet_v2_032212.pdf)]. We expect each member of this class to acknowledge and practice these Principles. Respect for each other and for differing viewpoints is a vital component of the learning environment inside and outside the classroom.

#### Principles of our Equitable Community Statement

 Lehigh University is first and foremost an educational institution, committed to developing the future leaders of our changing global society. Every member of our community has a personal responsibility to acknowledge and practice the following basic principles:

We affirm the inherent dignity in all of us, and we maintain an inclusive and equitable community.

We recognize and celebrate the richness contributed to our lives by our diverse community.

We promote mutual understanding among the members of our community.

We confront and reject discrimination in all its forms, including that based on age, color, disability, gender identity, genetic information, marital status, national or ethnic origin, political beliefs, race, religion, sex, sexual orientation, socio-economics, veteran status, or any differences that have been excuses for misunderstanding, dissension, or hatred.

We affirm academic freedom within our community and uphold our commitment to the highest standards of respect, civility, courtesy, and sensitivity toward every individual.

We recognize each person's right to think and speak as dictated by personal belief and to respectfully disagree with or counter another's point of view.

We promote open expression of our individuality and our differences within the bounds of University policies.

We acknowledge each person's obligation to the community of which we have chosen to be a part.

We take pride in building and maintaining a culture that is founded on these principles of unity and respect.

 We expect our applicants to honor these commitments as prospective members of our campus community. \*

I affirm the above statement and agree

# How to make these *Principles of our Equitable Community* come alive in faculty hiring?

[Statements on Contributions to an Equitable and Inclusive Community in Faculty Hiring at Lehigh](#)



Feedback gathering process -- FSEC; at April Senate meeting, released Google Form (18 responses to date); today's meeting; College meetings next fall

# Plan for small-group discussions and use of feedback

- **What parts of the proposal are already in practice in your department?**
- **What parts of the proposal may be a challenge for your department?**
- **Do you have any specific suggestions for changes to the language?**

The IC subcommittee will use your feedback and college-level feedback obtained next fall to revise the draft, and we expect to present a final version to the Senate for a vote in the fall semester.

As Senate does not set hiring policy, this work is framed as a recommendation to the university administration.

One of the 6 IC subcommittee members will be the note-taker/facilitator for 4 in-person and 2 online groups of Senators and university faculty members



# Guidelines for Effective Dialogue\*

It's okay to disagree

It is not okay to blame, shame, or attack self or others

Practice “both/and” thinking

Practice “self-focus”

Notice both process and content

Be aware of intent and impact

“Try On” new ideas

Confidentiality of responses



*\*adapted from Visions, Inc. 2011*

[https://www.youtube.com/watch?v=RZWf2\\_2L2v8](https://www.youtube.com/watch?v=RZWf2_2L2v8)

## Small-group discussions (~15-20 minutes)

- **What parts of the proposal are already in practice in your department?**
- **What parts of the proposal may be a challenge for your department?**
- **Do you have any specific suggestions for changes to the language?**



Your feedback can also be entered on the Google form accessed by the QR code

Final “temperature check”: On a scale of 1 (not at all) to 5 (very), how close is this policy to something that will improve the inclusivity of the community at Lehigh?