
Recommended changes to Campus Diversity and Climate Committee
Faculty Policies and Procedures 6.27.

Over the course of the last few semesters, the University Committee, the Secretary of the Faculty, the chair and members of the CDCC, the staff of the DDEEA, and university leadership have been discussing updating the charge of the CDCC. There are several reasons for the resulting proposal below, among which are:

- The CDCC predates the office of the Chief Diversity Officer. Thus there are parts of the committee's charge that directly relate to functions now performed by DDEEA. Several of the proposed changes below are in recognition of the fact that some of the current CDCC functions are not exercised by any other shared governance committee. These functions are more efficiently and appropriately housed in an administrative office rather than in a shared governance committee, the role of which is more advice, oversight, and input, rather than execution of administrative functions.
- As a result of this long history, the CDCC has grown to include up to 20 ex officio members, creating an unwieldy and unnecessarily complicated body. All committee are free to invite guests or otherwise work with people outside the committee, without the need for an official "consultant" designation, so this has been removed in the proposal below.
- The Advisory Committee for the Office of Equity and Diversity is focused on advising that office with regards to a compliance function that has been moved to the Office of Compliance. Some of the changes below are to incorporate some of the functions of the Advisory Committee to the OED. (A new committee, the CDAI, considered separately, will include the remaining charge of this committee, which would be retired if the new committee and the changes below are approved.)

The CDCC issued a report in August 2017 outlining changes to FPP that it felt improved the functionality of the committee. These included reducing the number of CDCC functions from twelve to seven by eliminating functions that are outdated, duplicative, confusing, or exceed CDCC resources and also developing a subcommittee structure to make better use of CDCC members' time and talents and facilitate CDCC performance of its functions.

The August 2017 document proposed four subcommittees, rather than the three below. The one that is not included in the proposal below is a "chancellor-provost meetings" subcommittee. One of the changes proposed below that was not part of the August 2017 CDCC document is the elimination of the twice annual meetings with the chancellor and provost. These meetings, like the CDCC itself, predate the creation of the office of the vice provost and chief diversity officer. Eliminating these meetings brings this committee into line with other Chapter 6 committees and makes this particular subcommittee unnecessary.

Two elements of the proposal below are specifically aimed at strengthening and focusing the CDCC's role as supportive of the DDEEA and diversity and inclusion more generally:

- The preamble to the functions of the committee have been edited to include the Institutional Statement on Diversity, which was a product of cross-campus input approved by the Faculty Senate and other governance bodies.
- The function that is now listed first was moved up from the sixth position, emphasizing that the CDCC works **with** the office of the chief diversity officer.

6.27. CAMPUS DIVERSITY AND CLIMATE COMMITTEE.

A. MEMBERSHIP.

1. Four faculty chosen as specified by FP&P §6.05.
2. Four academic staff chosen as specified by FP&P §6.05.
3. Four students chosen as specified by FP&P §6.05.
4. Four university staff appointed by FP&P §6.05.
5. Two alumni appointed by the chancellor after consultation with the Wisconsin Alumni Association.
6. Two community representatives appointed by the chancellor.
7. The Vice Provost for Diversity and Climate/Chief Diversity Officer, ex officio nonvoting.
8. ~~The chancellor or provost may appoint ex officio nonvoting members, or the committee may appoint consultants, to ensure effective coordination by the CDCC with other FP&P shared governance committees and campus units focused on issues of diversity and climate.~~
9. Faculty, staff, alumni, and community representatives appointed under A.1, A.2, A.4., A.5., and A.6. shall serve three-year staggered terms, and may be reappointed to second consecutive three-year terms. Students selected under A.3. shall serve renewable one-year terms.
10. The committee shall elect two co-chairs. One co-chair shall be elected from among the faculty members appointed pursuant to Section A.1. The second co-chair shall be elected among the other shared governance groups appointed pursuant to Section A.2, A.3, and A.4.

B. FUNCTIONS

This shared governance body advises the administration, ~~the faculty, the staff, and the recognized students governance organization~~ on campus diversity and climate, which as noted in the UW-Madison Institutional Statement on Diversity, is a source of strength, creativity, and innovation for this campus. The CDCC values the contributions of each person and respects the profound ways their identity, culture, background, experience, status, abilities, and opinion enrich the university community. As part of that community, the CDCC is committed to the pursuit of excellence in teaching, research, outreach, and diversity as inextricably linked goals. policy, which strives to create an environment where each individual feels respected, valued and supported, while respecting academic freedom and freedom of speech.

1. Works collaboratively with and advises the Vice Provost for Diversity and Climate/Chief Diversity Officer to provide direction and accountability for the implementation of university diversity plans.
2. Provides for faculty, staff and student participation in long-range planning and serves as a gateway of information to and from shared governance communities.
3. Reviews campus committees pursuing discrimination goals regarding missions and coordination.
4. Meets with campus leadership to discuss policy and progress on climate and diversity.
5. Meets twice annually with the chancellor and provost to discuss policy and progress. Hears periodic reports from the Vice Provost for Diversity and Climate/Chief Diversity Officer on the various initiatives undertaken by his/her office. Hears reports from groups, units, programs and administrators.
6. Works with the Office of the Vice Provost for Diversity and Climate/Chief Diversity Officer to plan the annual campus-wide policy and progress forum.
7. Makes policy recommendations.
8. ~~Assists the administration in the preparation of annual reports to the UW System.~~
9. Reports annually to the Faculty Senate, Academic Staff Assembly, ~~the recognized classified staff governance body~~ University Staff Congress, and the current student governance body.
10. Provides updated reports to all shared governance groups of the students, staff, faculty, and to the general public.
11. ~~Meets periodically with deans and directors to discuss policy and progress.~~
12. ~~Coordinates the development of all campus wide diversity plans with specific attention to assessment and resources.~~

The CDCC shall have the following standing subcommittees to facilitate committee functions:

- C. Academic Success Subcommittee: Works with Minority/Disadvantaged Coordinator (MDC) group that enhances campus strategies to promote recruitment, retention, and success of underrepresented minority/disadvantaged students in undergraduate, graduate, and professional programs.
 - 1. **MEMBERSHIP**
 - a. Two MDC representatives,
 - b. two CDCC members,
 - c. one ASM/CDC member.
 - TERM:** One year/renewable.
 - 2. **FUNCTIONS**
 - a. CDCC Works with MDC representatives to promote campus diversity and climate as an essential predictor of academic success.
 - b. Provides for faculty, staff and student participation in long-range planning.

- D. Policy Recommendations Subcommittee:
Works with campus units responsible for the development and implementation of campus diversity and climate policies.
 - 1. **MEMBERSHIP:**
 - a. Two to three CDCC members and one ASM CDCC member.
 - b. **TERM:** One year/renewable.
 - 2. **FUNCTION**
 - a. Works collaboratively with and advises the Vice Provost for Diversity and Climate/Chief Diversity Officer to provide direction and accountability for the implementation of university diversity plans.
 - b. Makes policy recommendations.
 - c. Meets with campus leadership to discuss policy and progress.

- E. Diversity Forum Subcommittee
Works with the Office of the Vice Provost for Diversity and Climate/Chief Diversity Officer to plan the annual campus diversity forum.
 - 1. **MEMBERSHIP:**
 - a. One to two representatives of the Office of the Vice Provost for Diversity & Climate/Chief Diversity Officer
 - b. two CDCC members
 - c. one ASM/CDCC member
 - TERM:** One year/renewable
 - 2. **FUNCTION**
Works with the office of the Vice Provost for Diversity and Climate/ Chief Diversity Officer to plan the annual campus-wide policy and progress forum.

No markup

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A. MEMBERSHIP

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2. Four academic staff
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4. Four university staff
5. Two alumni appointed by the chancellor after consultation with the Wisconsin Alumni Association.
6. Two community representatives appointed by the chancellor.
7. The Vice Provost for Diversity and Climate/Chief Diversity Officer, ex officio nonvoting.
8. Faculty, staff, alumni, and community representatives appointed under A.1, A.2, A.4., A.5., and A.6. shall serve three-year staggered terms, and may be reappointed to second consecutive three-year terms. Students selected under A.3. shall serve renewable one-year terms.
9. The committee shall elect two co-chairs. One co-chair shall be elected from among the faculty members appointed pursuant to Section A.1. The second co-chair shall be elected among the other shared governance groups appointed pursuant to Section A.2, A.3, and A.4.

B. FUNCTIONS

2. This shared governance body advises the administration, faculty, staff, and students on campus diversity and climate, which as noted in the UW-Madison Institutional Statement on Diversity, is a source of strength, creativity, and innovation for this campus. The CDCC values the contributions of each person and respects the profound ways their identity, culture, background, experience, status, abilities, and opinion enrich the university community. As part of that community, the CDCC is committed to the pursuit of excellence in teaching, research, outreach, and diversity as inextricably linked goals.
3. Works collaboratively with and advises the Vice Provost for Diversity and Climate/Chief Diversity Officer to provide direction and accountability for the implementation of university diversity plans.
4. Provides for faculty, staff and student participation in long-range planning and serves as a gateway of information to and from shared governance communities.
5. Reviews campus committees pursuing discrimination goals regarding missions and coordination.
6. Meets with campus leadership to discuss policy and progress on climate and diversity.
7. Works with the Office of the Vice Provost for Diversity and Climate/Chief Diversity Officer to plan the annual campus-wide policy and progress forum.
8. Makes policy recommendations.
9. Reports annually to the Faculty Senate, Academic Staff Assembly, University Staff Congress, and the current student governance body.
10. Provides updated reports to all shared governance groups of the students, staff, faculty, and to the general public.

The CDCC shall have the following standing subcommittees to facilitate committee functions:

- C. Academic Success Subcommittee: Works with Minority/Disadvantaged Coordinator (MDC) group that enhances campus strategies to promote recruitment, retention, and success of underrepresented minority/disadvantaged students in undergraduate, graduate, and professional programs.

1. MEMBERSHIP

- a. Two MDC representatives
- b. two CDCC members

- c. one ASM/CDC member
TERM: One year/renewable.
 - 2. **FUNCTIONS**
 - a. CDCC Works with MDC representatives to promote campus diversity and climate as an essential predictor of academic success.
 - b. Provides for faculty, staff and student participation in long-range planning.
- E. Policy Recommendations Subcommittee:
Works with campus units responsible for the development and implementation of campus diversity and climate policies.
- 1. **MEMBERSHIP:**
 - a. Two to three CDCC members and one ASM CDCC member.
 - b. **TERM:** One year/renewable.
 - 2. **FUNCTION**
 - a. Works collaboratively with and advises the Vice Provost for Diversity and Climate/Chief Diversity Officer to provide direction and accountability for the implementation of university diversity plans.
 - b. Makes policy recommendations.
 - c. Meets with campus leadership to discuss policy and progress.
- F. Diversity Forum Subcommittee
Works with the Office of the Vice Provost for Diversity and Climate/Chief Diversity Officer to plan the annual campus diversity forum.
- 1. **MEMBERSHIP:**
 - a. One to two representatives of the Office of the Vice Provost for Diversity & Climate/Chief Diversity Officer
 - b. two CDCC members
 - c. one ASM/CDCC member**TERM:** One year/renewable
 - 2. **FUNCTION**
Works with the office of the Vice Provost for Diversity and Climate/ Chief Diversity Officer to plan the annual campus-wide policy and progress forum.