

Executive Council on Diversity & Inclusion

Sub-Committees

2019 – 2020

Representation, Retention, and Inclusion

The Representation, Retention & Inclusion sub-committee will advise and participate on all initiatives related to the full lifecycle of Loyola's faculty, staff, and students with a focus on the recruitment and retention of the underserved and marginalized. Activities may relate to pipeline development, candidate sourcing, recruitment, interview and hiring process, onboarding, retention, measuring results, and overall efforts to promote an inclusive, safe, and welcoming campus environment.

2019-2020 priorities include:

- Explore and address Loyola's retention challenges and opportunities
- Enhance mission integration efforts through recruitment, hiring, and retention
- Assist in the development of faculty and staff affinity groups

Learning and Development

The Learning and Development sub-committee helps to identify and promote diversity-related education, as well as personal, and professional development opportunities taking place at Loyola. This may include recommendations around learning topics, personal and professional development opportunities, as well as the overall promotion, delivery, and measuring of results.

2019-2020 priorities include:

- Identify and collaborate with University partners to raise ECDI awareness of current DEI-related Learning and Development efforts and offerings
- Assess DEI learning and development needs across the University
- Promote learning and development opportunities and resources

External Community Outreach

In alignment with Loyola's Plan 2020 strategic plan, the External Community Outreach sub-committee serves as a pipeline to external marginalized, disadvantaged, and underserved communities. This sub-committee enhances ECDI awareness of current LUC external community outreach efforts and identifies opportunities for Council promotion and engagement.

Sample LUC efforts include initiatives led by The Baumhart Center for Social Enterprise and Responsibility, designed to create an awareness about diverse community endeavors that address the needs of vulnerable groups and the Lakeshore Community Partners initiative aimed at building on the University's existing relationships within the Rogers Park and Edgewater communities to improve the quality of life for residents through thoughtful economic and social efforts.

2019-2020 priorities include:

- Identify and collaborate with University partners to raise ECDI awareness of current LUC external community outreach efforts
- Identify opportunities for ECDI promotion and/or engagement in external community outreach efforts with a focus on marginalized, disadvantaged, and underserved communities

Marketing and Communications

The Marketing and Communications sub-committee assists with marketing and communications efforts related to Loyola's diversity-related activities in an effort to raise awareness of initiatives and generate engagement University wide. In addition, this sub-committee often works closely with the Events and Activities sub-committee to help promote Executive Council and Office of Diversity & Inclusion initiatives. This sub-committee may also be called upon to assist in addressing diversity-related crisis situations impacting the University.

2019-2020 priorities include:

- Promote the Office of Diversity & Inclusion and Executive Council events and activities such as MLK Celebration, Quarterly Diversity Lunch-n-Learn, and DEI recommended reading
- Identify and promote diversity-related events and activities taking place across the University such as Heritage Months and cultural celebrations
- Assist with DEI-related story development

Events and Activities

The Events and Activities sub-committee helps in the development, promotion, and execution of events and activities from the Executive Council and Office of Diversity & Inclusion. In addition, this sub-committee often works closely with the Marketing and Communications sub-committee to help identify and promote DEI-focused events and activities taking place across the University. Efforts include leveraging campus partners and pipelines to connect faculty, staff, and students with diversity-related opportunities.

2019-2020 priorities include:

- Promote the Office of Diversity & Inclusion and Executive Council events and activities such as MLK Celebration, Quarterly Diversity Lunch-n-Learn, and DEI recommended reading
- Identify and promote diversity-related events and activities taking place across the University such as Heritage Months and cultural celebrations
- Assist with DEI-related story development

Research and Assessment

The Research and Assessment sub-committee provides scholarly research support to council work groups in support of priority initiatives. This may include surveying and analyzing diversity-related data, assessing areas of opportunity, making recommendations to address concerns, and measuring results. In addition, this sub-committee continuously explores and shares DEI-related industry best practices.

2019-2020 priorities include:

- Explore and address Loyola's retention challenges and opportunities
- Diversity climate survey follow-up
- Research National DEI awards and criteria; provide analysis of Loyola's competitiveness and recommendations regarding applications
- Review, synthesize, and lead council discussions around the Annual Diversity Report published by Loyola's Office of Institutional Effectiveness

Personal Reporting & Support Services

The Personal Reporting & Support Services sub-committee focuses on increasing knowledge and raising awareness of triage resources available to faculty, staff, and students at Loyola. These important resources address concerns regarding Equity & Title IX, behavior, academics, personal care, student conflict & conduct, overall wellness, and general student concerns.

2019-2020 priorities include:

- Collaborate with the Office of Equity and Compliance and the Center for Student Assistance and Advocacy to increase ECDI knowledge, awareness, and use of critical support resources

Faculty and Staff Development

The Faculty and Staff Development sub-committee ensures that Loyola's faculty and staff perspectives and unique challenges are thoughtfully represented and included in Loyola's DEI initiatives. This may include identifying and addressing DEI-related issues, developing, and promoting learning, personal, and professional development opportunities, and raising awareness of available resources. In addition to collaborative efforts, members of this sub-committee may also focus and support efforts relating specifically to faculty or staff populations.

2019-2020 priorities include:

- Assist in the development of faculty and staff affinity groups
- Assess DEI learning and development needs for the faculty and staff communities; this may include recommendations around learning topics, personal and professional development opportunities, as well as the overall promotion, delivery, and measuring of results.

Mission Integration

The Mission Integration sub-committee ensures alignment between diversity, equity, and inclusion strategies and University-wide Mission Integration efforts. In addition, this sub-committee identifies and leverages opportunities to promote diversity, equity, and inclusion through the lens of Loyola University Chicago's mission. Efforts include collaborating around initiatives that support the Office of Mission and Integration, as well as those of other mission partners across the University.

2019-2020 priorities include:

- Identify and collaborate with University partners to raise ECDI awareness of current LUC Mission Integration efforts
- Provide DEI support to the Office of Mission Integration (Hiring for Mission)
- Identify new ways to align DEI and Mission Integration efforts