

Task Force on Diversity, Equity, & Inclusion Charge  
August 15, 2018; updated September 15, 2018

Acting on Strategy 3 - Diversity, Equity, & Inclusion – of the [College Strategic Plan](#), a Task Force on Diversity, Equity, & Inclusion is hereby formed. Four Co-Chairs and one ex-officio member will form a steering committee and guide the work of the Task Force. The Co-Chairs are Teresa Neely, Amy Jackson, Stephanie Akau, and Mel Ribas. Leah Boetger will act as an ex-officio member of this steering committee to provide resources, human resources expertise and logistical support. An ex-officio member, on this task force, has the right to contribute to discussion and share ideas, but will not have voting rights.

The [College Strategic Plan](#) notes that diverse, equitable, and inclusive organizations bring richness to UNM and perform better. It commits the College to prioritize diversity, equity, and inclusion. The College Administration affirms its commitment to honor diversity, ensure fairness and access, and create an environment where all employees, including student employees, and visitors to our buildings are treated respectfully, and all employees and people who work in our buildings are valued for their distinctive skills and perspectives.

This Task Force, with *full* administrative support, will undertake the following actions.

- The steering committee (TN, AJ, SA, MR, LB) will fill out the membership of the Task Force by issuing an open invitation to all staff and faculty of the College to submit an indication of interest in serving. The decision on membership rests with the steering committee and the administration agrees that it should be a people of color led effort, and that the membership will be balanced, inclusive, and representative.
- The Task Force will determine its own schedule and frequency of meetings, but will report on its activities to the administration on at least a six-month schedule. The term for the Task Force will align with the College Strategic Plan concluding in 2020. At that time the Dean may recommend continuance.
- The Task Force will investigate methods for collecting data and develop short-term and long-term strategies.

- Based on those strategies, the Task Force will recommend changes to policies and procedures and recommend the implementation of new initiatives.
- The Task Force will assess their work and prepare a final report.