The CPUC Special Task Force on Diversity, Equity and Inclusion

On December 8, 2014, President Eisgruber charged the CPUC Executive Committee with developing recommendations for improving University policies, practices and programming regarding diversity, inclusion, and equity for the campus community. The CPUC Executive Committee is further charged with proposing events that will enhance public dialogue about racial equality, diversity, and other topics critical to the future of our University and our country. The CPUC Executive Committee has established the CPUC Special Task Force on Diversity, Equity and Inclusion. The Task Force will include a Steering Committee (composed of members of the Executive Committee and additional members selected for this purpose) and three action-oriented working groups. The three working groups will make recommendations to the Steering Committee.

The Task Force will sponsor multiple opportunities for students and others to share their input and experiences. It will provide regular status updates to the campus community about its activities and make a comprehensive report by May 2015.

Tentative descriptions of each working group are below.

The Steering Committee will:

• Provide oversight and coordination for the Task Force and its working groups
• Actively solicit student input and other information to inform the Task Force’s work around the student experience of campus climate, diversity, and equity
• Make recommendations to the President and appropriate decision making bodies regarding new campus initiatives and opportunities to enhance current activities
• Propose events and programs designed to enhance dialogue within the campus community about diversity, equity and inclusion at Princeton and nationally
• Report regularly to the campus community at CPUC meetings, through a website, and through other forums

The Working Group on Policy and Transparency will:

• Recommend ways to make information regarding campus policies, funding, and data more transparent
• Explore access to data on campus climate and demographics, as well as comparative data from peers
• Collect information regarding the effectiveness of policies and procedures related to diversity, inclusion and equity, and make recommendations for improvements, as appropriate
• Address any other issues related to transparency of University efforts focused on diversity, inclusion, equity and campus climate, as identified by the working group

The Working Group on Academics and Awareness will:

• Recommend ways to improve programming and dialogue regarding diversity and inclusion on campus
• Recommend ways to support expanded training for the campus community
• Ascertain interest in additional/expanded academic initiatives and programs for transmission to appropriate faculty committees
• Address any other issues related to campus awareness and/or cultural competency, as identified by the working group

The Working Group on Structure and Support will:
• Recommend ways to enhance options for reporting and addressing concerns regarding bias, discrimination, and harassment
• Recommend ways to increase the presence of individuals available to serve as resources to the campus community regarding diversity, equity, and inclusion, including both staff members and student liaisons
• Recommend ways to support efforts to increase the critical mass of faculty members and administrators with a commitment to diversity and inclusion
• Address any other issues related to administrative structure, staffing, and other supports, as identified by the working group.

December 12, 2014