

OVPRI Diversity, Equity, and Inclusion Committee

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The OVPRI Diversity, Equity, and Inclusion Committee (DEIC) provides leadership in the area of equity and inclusion, with a specific focus on critical issues for OVPRI staff and for the research community that OVPRI serves.

Charge

The overarching charge of the committee is to provide leadership in developing, coordinating, and assessing short- and long-term strategies for structure, policies, processes, curricula and engagement in alignment with the [University-wide Diversity Plan](#) and other matters concerning diversity, equity and inclusion. Specifically, the committee will help:

- Develop activities and resources that promote cultural and diversity competency among OVPRI employees to foster inclusivity and awareness
- Advise VPRI regarding issues related to equity and inclusion on an ad hoc basis
- Provide recommendations and feedback on OVPRI policies using an Equity Lens
- Draft messaging on important topics related to equity and inclusion
- Collaborate with individuals and organizations to further diversity-related goals both within the UO and use national resources and initiatives to serve our community
- Develop and disseminate tools and resources that enable researchers to incorporate diversity, equity and inclusion in all aspects of research
- Regularly, and at least annually, evaluate OVPRI DAP progress and goals and recommend potential avenues for expansion
- Advise Unit, Core, and Center/Institute directors and OVPRI executive committee on implementation of new DAP-related goals
- Draft recommended priority actions, workplan, timeline and work assignments for the coming academic year (due each summer), to be approved by VPRI.
- Provide annual written report for both leadership and staff that evaluates DEIC and OVPRI progress on DEI goals and initiatives and incorporates committee recommendations; provide less formal quarterly updates throughout the year.

Membership

The membership of the DEIC is aimed at representing as many units within OVPRI as possible. The membership will be 8-10 individuals who are appointed by the VPRI. This committee would ideally include:

- 1 member of the VPRI executive team,
- 1+ members from different central research administrative units,
- 1+ members research core facilities,
- 1+ members from OVPRI Centers and Institutes, and
- 1 member from a non-OVPRI research-active unit

- The VPRI serves *ex officio*.

In the event that one or more of these categories is unable to be filled through solicitation of volunteers, additional members may be appointed to the committee by the VPRI with the goal of maximizing representation across OVPRI.

Recruitment of new members:

The VPRI's goal is to maintain as an inclusive, diverse, and representative committee as possible. With that goal in mind, the VPRI will base appointments in part upon the employment/unit categories as defined in the charge document. In addition, the VPRI may weight demographic considerations when appointing members to the committee. The VPRI request for volunteers will ask responders to identify the following:

- Job class
- Career stage
- Past experience and/or education in DEI work

The request for volunteers will also include optional opportunities to self-identify with respect to:

- Gender
- Race/Ethnicity
- Sexual orientation
- Disability status
- Veteran status

This information is strictly voluntary and will only be made available to the VPRI so that he/she can facilitate the maintenance of a diverse and representative committee not only with respect to units within OVPRI but also with respect to individual background and experiences.

The VPRI will send a request to OVPRI staff on an annual schedule to seek volunteers to serve on the committee, or as needed on an ad hoc basis. This will be implemented using a Qualtrics form.

Appointment of committee chair:

On an annual basis the VPRI will solicit nominations for the chair of the diversity, equity and inclusion committee. Self-nominations are encouraged. Should need arise for an additional chair during the year, the DEIC may nominate an additional chair from the existing committee membership and the VPRI may choose to appoint said individual.

Length of Appointment

Both the VPRI and the executive team member will serve terms commensurate with the length of their appointment in OVPRI. For all other members, terms will be two years in duration. In the first three years of the committee, membership rotation will be staggered in order to avoid a complete turnover of members all at the two-year mark, and thereby prevent the related loss of institutional memory and consistency in work. After the committee has been in place for two years, VPRI will appoint one half of the existing membership to volunteer to serve an additional

year in order to implement staggering. Thus, for the initial membership, some individuals will serve a three-year term while others will serve a two-year term.

Former committee members must wait at least one year before volunteering to serve on the committee again.

Ad Hoc Appointments: If a member leaves before their term is complete, the VPRI will use the existing volunteer pool and/or solicit new volunteers to fill the vacancy with the goal of maximizing representation across OVPRI.