

Diversity, Equity, & Inclusion Committee

Charter

The Texas Tech University Health Sciences Center is committed to fostering a diverse, equitable, and inclusive environment that values and embraces the different ethnicities, races, cultures, ages, abilities, sexual identities, and systems of belief that comprise the TTUHSC community. Grounded in our Values Based Culture, we are steadfast in our commitment to cultivating a workforce that is equipped to meet the evolving healthcare needs of all those living in our communities.

Charge

The Diversity, Equity, and Inclusion Committee (“Committee”) will guide and hold the institution accountable on matters related to diversity, equity, and inclusion at the Texas Tech University Health Sciences Center.

Scope

The Committee will guide the work of diversity, equity, and inclusion at the TTUHSC through the following:

- I. Assess the implementation of the Diversity, Equity, and Inclusion Strategic Plan
- II. Develop, implement, and evaluate standards for cultural competence for faculty, staff, and students.
- III. Provide input on institutional policies and procedures to address diversity, equity, and inclusion issues.
- IV. Recommend short & long-term strategies and practices where institutional inequities exist.
- V. Ensure the maintenance and dissemination of best practices for diversity, equity, and inclusion in institutional policies, teaching, training, hiring, and retention of faculty, staff, and students.
- VI. Serve as a resource for guidance and consultation regarding diversity, equity, and inclusion issues for faculty, staff, and students.
- VII. Disseminate information about ongoing professional development around diversity, equity, and inclusion.
- VIII. Seek regular feedback from faculty, staff, and students to inform decision making and highlight opportunities for improvement.

Membership

Members of the Committee are expected to have demonstrated a consistent interest in and support of creating and continuously improving a diverse, equitable, and inclusive environment at TTUHSC.

Voting Members

- I. The Committee should consist of 19 voting members with the following roles and membership structure:
 - A. Five (5) members representing each of the five Schools of the institution.
 - B. Three (3) representatives from TTUHSC's legislative bodies: one from the Faculty Senate, one from the Staff Senate, and one from the Student Government Association.
 - C. Director Student Diversity and Inclusion (1)
 - D. Director of Global Health or designee (1)
 - E. One (1) member representing Human Resources
 - F. One (1) member representing Managed Care
 - G. Five (7) at large positions made up of faculty, staff, and students selected through an application process. Members will serve two year terms, which may be renewed.
- II. Membership of the Committee will embody diversity and inclusion in regards to race/ethnicity; gender and gender identity; sexual orientation; religious, spiritual, or ethical practices/values systems; age; ability; veteran status; socio-economic status, etc.

Non-Voting Members

Ex-Officio members

- I. Assistant Provost for Student Affairs or designee (1)
- II. Chief of Staff or designee
- III. Representative of General Counsel
- IV. Representative of Student Disability Services
- V. Representative of Interprofessional Education
- VI. Representative from External Relations
- VII. Representative from Institutional Compliance
- VIII. Title IX Coordinator or designee
- IX. Veterans Resource Center Director or designee

Chairs

- I. The Committee will be facilitated by two Co-Chairs

- A. Co-Chairs shall serve 2 year staggered terms (i.e., 1 new co-chair selected each year).
 - B. Co-Chairs must be appointed from within the Committee, having served at least one year on the Committee.
 - C. 1 Co-Chair shall represent faculty, and 1 the other shall represent staff.
- III. Chair Elects will be selected from the Committee and serve one year in this role prior to taking on a Co-Chair role.

Subcommittees

Standing/subcommittees will be established by the Committee as needs are identified.

Committee Member Expectations/Commitment

Meetings

- I. The Committee will meet at least once a quarter, with additional meetings called as needed.
- II. Committee members are expected to attend and engage in all meetings, or if impossible, review meeting recordings and minutes.

Commitment

Members of the Committee embrace our TTUHSC Values and commit to the following statements:

- I value diversity of life experiences, perspectives, and worldviews. (One Team)
- I will be an agent for change in our TTUHSC community. (Visionary, Beyond Service)
- I will examine my own biases and beliefs and embrace the discomfort of this important work. I am open to receiving feedback when my biases and beliefs are not in alignment with the value of promoting dignity and respect for others. (Integrity, Visionary)
- I will promote dialogue and have critical conversations. (One Team)
- I will listen first, acknowledge my peers, and be empathetic to viewpoints different from my own. (Kindhearted)
- I will assume good intentions while considering and addressing the impact of actions rather than focusing on intentions alone. (One Team, Kindhearted)
- I value the humanity of others and pledge to stand with others when the value of others is not fostered. (One Team, Beyond Service)
- I will be courageous in the face of adversity, willing to confront and challenge controversial issues. (Visionary)

Application Process

Faculty, staff, and students interested in serving on the Diversity, Equity, and Inclusion Committee will complete an online application.