

Chancellor's EDI Rapid Action Task Force Call for Nominations

Purpose

In recognition of our commitment to creating a more equitable, diverse and inclusive campus, the students, faculty and staff of UW-Eau Claire want to make substantive and effective change. The urgency of this task requires the focused attention of our campus community, working closely with administration and shared governance. The Chancellor's EDI Rapid Action Task Force will embody these principles:

- It will be broadly representative;
- It will report directly to the Chancellor;
- It will work quickly to identify change opportunities and recommend, specific, actionable steps for implementation;
- It will consult with diverse stakeholders and shared governance;
- It will communicate outcomes with the campus community.

Charge to the EDI RATF

The Task Force is charged with reviewing the current EDI strategic plan and its implementation outcomes, as well as the recommendations and requests from students, faculty and staff that have resulted from recent racist incidents. After consultation with relevant stakeholders, including administrators, shared governance and student, faculty and staff groups, the RATF will identify specific, immediate actions that can be implemented *by the end of the current academic year* (May, 2020). In particular, the RATF will identify ways in which EDI educational and professional development can be expanded and enhanced in a timely way for students, faculty and staff. The RATF will identify which actions need shared governance action or involvement and propose a timeline for action. The RATF will identify any budget implications of proposed changes, and, after consultation with administration, recommend priorities for any needed investments.

The Task Force's work will involve soliciting input from students, faculty and staff, and learning from aspirational peers' best practices implemented on other campuses.

The Task Force WILL:

- Be audacious in considering new ideas, proposing institutional improvements and developing innovative approaches.
- Involve stakeholders from across the campus community, especially those most often marginalized or silent.
- Make recommendations based on data and best practices.
- Coordinate with campus experts in creating actionable recommendations.
- Prioritize actions that can be implemented by the end of the spring semester, 2020.
- Consider the budget impact of all recommendations.

The Task Force WILL NOT:

- Identify obstacles and/or challenges without developing possible solutions.
- Be afraid to make choices.

The Campus Community WILL:

- Be available—as much as possible—during Winterim to respond to RATF requests, provide feedback to ideas and support task force efforts.

Activity Timeline

The Task Force is a working group of 11-13 members, including up to four students, who will meet from December 9 through January 31, 2020. This will require meeting frequently during Winterim, and preparing a report for the Chancellor that can be presented to an all-campus forum at the beginning of the Spring semester.

Faculty, staff and students from across all colleges and divisions, and from the UW-Eau Claire, Marshfield and UWEC-Barron County campuses can be nominated to serve. The Chancellor, in consultation with the Vice Chancellors, will appoint the Rapid Action Task Force. Vice Chancellor Anderson will be available as a resource and participate in weekly updates with task force leaders and the Chancellor.

Members of the task force must have the following attributes:

- A commitment to equity, diversity and inclusion and to the mission of the University
- The ability to think boldly and with a solutions-focused approach
- The ability to collaborate and work on institution-wide priorities
- The ability to gather, synthesize and analyze data as well as think creatively about the future
- The ability to work during Winterim and to deliberate with focus and urgency.

Task Force Nomination Process

- Deans, Chairs, Directors and the University and Student Senate Executives will be invited to nominate individuals to serve; self-nominations are also accepted. Faculty or staff are encouraged to nominate students; university employees should have the approval of their supervisor to participate.
- A brief statement on the nominee's interest in participating on the committee should be included.
- Nominations can be submitted by email to Kelly Olson at olsonke@uwec.edu.
Nominations are due by noon on Thursday, December 5, 2019.
- The Chancellor will announce Task Force members by Friday, December 6, 2019, and the first meeting of the RATF will be on **Monday, December 9 from noon to 1:30 pm in S202.**

The Task Force will communicate frequently with the Chancellor on progress, with a completed report to him by **Friday, January 31, 2020**. After consultation with the Chancellor's Executive Team, the Chancellor will schedule an all-campus forum to invite responses by the campus community. He will then work with University administrators, students, faculty and staff to create and implement changes.