



Diversity Initiative Advisory Board (DIAB)

History & Mission

The Diversity Initiative Advisory Board was developed as one of the recommendations brought forth by the President's Task Force on Building an Inclusive Community. The Board will help to support the coordination of resources, act as advocates regarding diversity initiatives and resources, and play an instrumental role in assisting the Special Assistant to the President on Diversity to prioritize and complete the Task Force recommendations. The Advisory Board will include representation from students, faculty, and staff, and one to two members of the Roanoke community.

The Advisory Board is expected to meet on a monthly basis (additional meetings may be called as needed) to discuss campus climate issues among students, faculty, and staff, identify resources, current campus programs/events, diversity awareness resources and inclusive programs/activities, and assess and monitor progress of initiatives. The Special Assistant to the President for Diversity will chair the meetings, solicit agenda items, and identify a volunteer to record and distribute meeting minutes. The chair will acquire feedback from Advisory Board members regarding the strategies and priorities to address campus-wide diversity issues. In addition, the DIAB will report to the faculty; the DIAB administrators will report to the Administrator's Forum and the DIAB student reps. will report to Senate and Roundtable at least once per semester to communicate progress, new programs, and continue the important conversations that the diversity initiatives should generate.

Membership

- Each faculty/staff member will serve a term of two years. Each student representative will serve one year, and can be reappointed for an additional year.
- Each community representative will serve a one-year term, and can be reappointed for an additional year.

Faculty

During the first year, FEC members will solicit nominations from each division for appointment to DIAB. The FEC will then appoint a group of three members, one of whom serves on FEC, and the other two chosen with an eye to representing as many divisions as possible. After the first year, the faculty will vote on faculty representation on the board. Any faculty selected to the Board will receive community service credits. Next fiscal year, the DIAB will be evaluated along with the other governance structure.

Students

SGA will make announcements at Senate to solicit student nominations and present the nomination list to the Chair for consideration. SGA should appoint at least one member of the Roundtable, and two other members should be selected from students who have expressed a strong interest in representing diverse student constituencies, such as a Graduate and/or Horizon student or students with disability. Consideration will be given to students who have expressed an interest, and/or who participates in a student organization that promotes and advocates for diversity on campus or within the community.

Staff

The Executive Director of University Administration will be appointed to represent the President's Cabinet and serve as a source to solicit feedback from staff members. The Special Assistant to the President for Diversity will present nominations to the President at which time the President will make the final decision and she will extend invitations to three members from the staff/administration who will be asked to serve on the DIAB. Special considerations will be given to staff members who have expressed an interest and have worked on collaborative projects or programs with faculty, staff or students and/or express an interest in enhancing diversity initiatives at Hollins and within the Roanoke Valley.

Alumnae/Community Representative

Two Community representatives will be asked to serve by the Special Assistant to the President for Diversity.