PA 4: Diversity and Equity Coordination

2 points available

A. Credit Rationale
This credit recognizes institutions with active committees, offices, or officers charged by the administration or governing body to coordinate diversity and equity work on campus. Diversity and equity coordination increases the ability of an institution to more effectively address these issues.

B. Criteria

Part 1
Institution has a diversity and equity committee, office and/or officer tasked by the administration or governing body to advise on and implement policies, programs, and trainings related to diversity and equity on campus. The committee, office and/or officer focuses on student and/or employee diversity and equity.

Part 2
Institution makes cultural competence trainings and activities available to all members of one or more of the following groups:
- Students
- Staff
- Faculty
- Administrators

C. Applicability
This credit applies to all institutions.

D. Scoring
Each part is scored independently.

Part 1
Institutions earn 1 point for having a committee, office or officer that meets the criteria outlined above and focuses on both student and employee diversity and equity. Partial points are available if the committee, office and/or officer focuses on students or employees, but not both. For example, an institution with a diversity and equity office that focuses solely on student diversity would earn 0.5 points (half of the points available for Part 1 of this credit).

Part 2
Institutions earn the maximum of 1 point available for Part 2 for making cultural competence trainings available to all members of the campus community. Partial points are available based on the number of groups for whom the institution makes trainings available. For
example, an institution that makes cultural competence trainings available to all members of 2 of the groups listed would earn 0.5 points (half of the points available for Part 2).

E. Reporting Fields

Required

☐ An indication of whether the institution has a diversity and equity committee, office, and/or officer tasked by the administration or governing body to advise on and implement policies, programs, and trainings related to diversity and equity on campus

☐ An indication of whether the institution makes cultural competence trainings and activities available to all members of any of the following groups:
  o Students
  o Staff
  o Faculty
  o Administrators

☐ An affirmation that the submitted information is accurate to the best of a responsible party’s knowledge and contact information for the responsible party. The responsible party should be a staff member, faculty member, or administrator who can respond to questions regarding the data once submitted and available to the public.

Conditional

Required if the institution is reporting a diversity and equity committee, office, and/or officer:

☐ An indication of which of the following the committee, office and/or officer focuses on (select all that apply):
  o Student diversity and equity
  o Employee diversity and equity

☐ A brief description of the diversity and equity committee, office and/or officer, including purview and activities

Required if the institution is reporting cultural competence trainings:

☐ A brief description of the institution’s cultural competence trainings

Optional

☐ The full-time equivalent of people employed in the diversity and equity office (or the equivalent)

☐ The website URL where information about the diversity and equity committee, office and/or officer is available

☐ The website URL where information about the cultural competence trainings is available

☐ Notes about the submission
F. Measurement

Timeframe

Part 1
Report on current diversity and equity committee composition and practices, office status, and/or officer position status.

Part 2
Report on trainings offered during the three years prior to the anticipated date of submission.

Sampling and Data Standards
Not applicable