# GSSW Inclusive Excellence Committee

## Articles of Organization

**May 2018**

The Inclusive Excellence Committee of the Graduate School of Social Work (GSSW) at the University of Denver (DU) is a committee representing the whole community that aims to envision, design, and implement fundamental transformation of the school to value, engage and include the full diversity of students, staff, faculty, administration, alumni and community constituents. Consistent with the ideals of the Council of Social Work Education (CSWE) and the National Association of Social Work (NASW), this committee is charged with creating specific GSSW ideals, and recommending policies, actions, programs, and pedagogy that promote social justice and inclusivity. Pulling from social work values, research, knowledge, theories, and methods as well as incorporating knowledge and perspectives of other disciplines, this committee will work with the extended university community, as well as outreaching to the public, to inform innovative and responsive practices, policies, and structures that promote inclusive excellence at GSSW.

The scope of work focuses on advising, coordinating, and providing oversight on initiatives that promote inclusive excellence to the Dean, the Executive Advisory Committee, and the Community of the Whole.

### Responsibilities:

#### **Culture and climate**

* Seek feedback from GSSW community members regarding the implicit culture and climate and recommend strategies for how to align with the explicit GSSW vision, mission, and values related to social justice and inclusive excellence.
* Consult with and advise the Dean and Executive Advisory Committee on issues impacting culture, climate, infrastructure, and resources needed related to inclusivity.
* Establish target outcomes to measure success and identify areas for improvement related to inclusive excellence.

#### **Composition**

#### **Admissions, hiring and ongoing professional development**

* Liase with the Office of Enrollment around admission priorities to promote inclusive excellence.
* Liase with the Faculty Search and all hiring Screening Committee(s) to promote inclusive excellence.
* Coordinate with marketing efforts to improve communication about how GSSW values and promotes inclusive excellence.
* Make recommendations for programming (i.e.: community events, workshops, on-going conversations) focused on inclusive excellence.
* Strengthen existing training mechanisms to enhance and increase participation in ongoing inclusivity training/professional development for faculty and staff, including adjuncts and field liaisons and field instructors.

#### **Curriculum and Pedagogy**

* Work with existing curriculum groups to address pedagogy, content, assessment, and universal design principles to enhance equity within the curriculum and its delivery methods.

#### **Systems**

#### **Operations, policies, procedures and structures**

* Address accessibility related to physical spaces, information, and related policies and procedures.
* Identify structural barriers and potential strategies or committees to minimize inequities.
* Coordinate with the GSSW Strategic Planning efforts to ensure inclusive excellence is incorporated.

#### **Community Engagement**

#### **Coordination with DU and the broader community**

* Connect faculty, staff, students, alumni, and members of GSSW’s extended community when issues threatening inclusivity and social justice arise through local, national, and international events.
* Liaise with DU Inclusive Excellence councils, GSSW’s ACORD, GSSW student groups, advisory boards, and alumni groups as related to inclusivity efforts.
* Connect GSSW to community efforts, issues, and opportunities related to social justice and inclusivity.

### Membership:

4 open / elected Faculty

4 open / elected Staff

2 open / appointed Community Members / Alumni

2 open / appointed MSW Denver Students

1 open / appointed MSW Four Corners Student

1 open / appointed MSW Western Colorado Student

1 open / appointed PhD Student

1 open / appointed MSW Online student (Once available)

### Representation:

To aim for broad based representation, when possible members of the committee will include representatives from:

* GSSW-affiliated Institutes;
* External Relations (Community Engagement, Development, Marketing, & Admissions);
* Academic Affairs (Field, Student Services, Registrar, All Academic Programs).

The IEC will identify any unrepresented areas and committee members will serve as liaisons to institutes, community committees (such as ACORD) and advisory boards (Field Advisory, Four Corners, etc) with liaison areas assigned each year according to committee membership.

Appointed positions will be filled through an annual application process, with applications for open positions solicited at the beginning of the academic year or as positions are open. The committee will review applications and select representatives based on current needs of the committee.

### Terms:

Faculty and staff = 3 years

 If someone needs to leave the term prior to 3 years, another person will be elected to complete the term.

Student and community = 1 year,

Option to be re-appointed for a 2nd or 3rd year (with member’s and committee’s consent)

Active student status required to hold a student position.

### Leadership:

Co-chairs = 1 Staff, 1 Faculty

Co-chairs solicit nominations for upcoming chair vacanices from members of the committee.

Chair nominations are chosen by the committee and will be presented to the Dean for consultation given workload and school priorities. Co-chairs terms will be held for 2-3 years and will be staggered to allow for overlap of junior and senior leadership.

### Operating Procedures:

All members of the Committee have equal voting rights. Annually, the committee solicits feedback from the Community of the Whole (COTW) to set priorities for the year. The committee will meet monthly. In addition to regular attendance by committee members, other administrative, faculty, staff, and students may be invited to meetings for relevant discussions.

Necessary subcommittees/task groups will be identified and established dedicated to specific efforts. Subcommittee chairs report to IEC or to COTW as needed.Subcommittees may meet more often and include other GSSW community members. Subcommittee structures can change as different needs arise or tasks are accomplished. Meeting notes will be made available to the GSSW Community through an internal site.

A designated record keeper will send reports, decisions, plans, and recommendations to the Dean, the Executive Advisory Committee, and the Community of the Whole. Annually, the Committee Chairs report to the Dean and the Community of the Whole. These annual reports will be shared with the Community of the Whole.