Cal Lutheran students are invited to apply for one of three Equity Leadership Council Student Delegate positions. The Student Delegates will commit for the entire calendar year (January – December) in which they are selected, therefore graduating seniors are not eligible to apply. Students may re-apply to continue serving on the ELC for the next calendar year. There will be 2 undergraduate positions and 1 graduate position for students.

A focus on equity addresses structural disparities in access, inclusion, and fair treatment among underrepresented groups. The goals of Cal Lutheran’s commitment to equity include:

- achieving and maintaining greater diversity among administration, faculty, staff, and students;
- being a community of full inclusion and development, with careful attention to questions of identity, vulnerability, and justice;
- disrupting and changing policies and practices that disadvantage underrepresented groups;
- consistently and clearly communicating equity as a central expression of Cal Lutheran’s values and mission.

The Equity Leadership Council is committed to reviewing and providing strategy recommendations to the Cabinet, and for faculty issues to the Faculty Executive Committee, for institutional policies, practices, and programs to achieve structural diversity, access, and equity. In particular, the ELC will:

- Address gaps or issues related to hiring of faculty and staff; tenure and promotion of faculty; and retention of faculty and staff
- Provide strategies to communicate our commitment to equity and inclusion to the campus and to the external community
- Assess the perceptions of campus climate by students, faculty, and staff, and review and recommend strategies to close gaps and respond to needs or concerns
- Analyze diversity data to ensure that we are meeting targets for faculty, staff, and students
- Track and analyze the educational achievement and holistic development of traditionally underrepresented groups* of students, and review and recommend strategies to close the gaps over time

*especially, but not limited to, African American/Black, Latino/a, Asian American/Pacific Islander, American Indian/Alaskan Native and how their identities overlap to impact their experiences on campus
**Student Role and Expectations:**
Student Delegates of the Equity Leadership Council (ELC) are connected and engaged with the Cal Lutheran community with their academics, student clubs, leadership, sports, etc. They are enthusiastic about addressing issues of equity on campus. The Student Delegates attend the monthly ELC meetings, review any materials related to the meetings, and participate in discussions and action plans directed within ELC. Each student Delegate will meet with an ELC mentor to further explore and discuss the various topics that are brought up during ELC meetings and other related topics.

Each Student Delegate will find an outlet on campus to put into practice what they have learned regarding equity from participating in ELC. Students are expected to commit 3-5 hours per month. Examples of possible avenues to bring more awareness to the campus community might include:

- Work with the Center for Equality and Justice, or other office on campus, to coordinate an event.
- Present a paper/research at the Festival of Scholars under the guidance of their ELC mentor.
- Partner with a student club in leading a meeting such as planning for a guest lecturer, film, group discussion etc.
- Write an article for The Echo.
- Coordinate a campus cultural proficiency survey.
- Work on a summer project related to the ELC.

**Current Equity Leadership Council Members:**
- Leanne Neilson (Chair), Provost and Vice President for Academic Affairs
- Olivia Becker, 2018 Undergraduate Student Delegate
- Cynthia Duarte, Director of the Center for Equality and Justice
- Michael Elgarico, Director of Undergraduate Admission
- Rahuldeep Gill, Interfaith Strategist and Associate Professor of Religion
- Juanita Hall, Chief Diversity Officer
- Wendy Jimenez, Assistant Director of Disability Support Services
- Jessica Lavariega Monforti, Dean of the College of Arts and Sciences
- Ginny Maril, Director of Counseling and Psychological Services (CAPS)
- Garrett Mueller, 2018 Undergraduate Student Delegate
- Sam Thomas, Equity Advisor for Faculty Hiring and Development and Professor of Religion
- Paloma Vargas, Hispanic Serving Institution (H.S.I.) Director
- Destinie Vidrio, 2018 Graduate Student Representative
- Sheridan Wigginton, Equity Advisor for Faculty Hiring and Development and Professor of Languages and Cultures
- Jenn Zimmerman, Veterans Coordinator
How to apply:
All interested students must submit an application form by December 14, 2018 at 5:00pm. Students will be notified by January 23, 2019.

In addition to name and address information, the application will require short answers to the following questions. These answers can be prepared in advance, and cut and pasted from a Word document:

- Why would the work of the Equity Leadership Council be important to you as a student? (1500 characters or less)
- As the student delegate, in what ways can you bring value to this conversation? This may include your networks on campus, prior service work, mentorship experience, community engagement, leadership roles, research experience, student clubs, sports, etc. (1500 characters or less)
- Provide a short explanation describing how becoming a student delegate of the Equity Leadership Council will help you reach your academic and career goals. (1000 characters or less)
- As explained in the application materials, each Student Delegate will work on a project with an Equity Leadership Council (ELC) mentor to put into practice what they have learned regarding equity from participating in ELC. Please briefly describe a project you might be interested in pursuing as an ELC Student Delegate. (1000 characters or less)

The application link can be found on the Academic Affairs home page (https://www.callutheran.edu/offices/academic-affairs/) or by clicking here.