Equity Leadership Council

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 racial and ethnic presence 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 might intersect with other demographic differences to impact their experiences on campus

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