

Faculty Senate Standing Committee on Diversity, Equity, and Inclusion (DEI) Committee Charge

Purpose

AUA's mission statement recognizes the value of diversity, stating that:

*“The American University of Armenia aims to have an impact on students and the community as a center of academic excellence, innovation, inquiry, and **diversity** that contributes to the further development and advancement of Armenia, the region, and the world through teaching and scholarship, fostering creativity, integrity and community service.”*

To create a future in which diversity plays a key role in change and development, the University must actively take steps to foster an environment in which diversity thrives. This means promoting not only diversity but the institutional equity and culture of inclusion needed to support diversity. AUA defines diversity, equity, and inclusion as follows:

- **Diversity:** Diversity is the wide variety of shared and different personal and group characteristics among human beings.
- **Equity:** Equity is fairness and justice in access to opportunity, resources, and participation for all people and identifying and dismantling barriers that prevent this access.
- **Inclusion:** Inclusion is the continuous process of creating an environment and culture where everyone feels welcome, valued, respected, and enabled to fully participate.

The purpose of the Diversity, Equity, and Inclusion (DEI) Committee is to nurture and advance an organizational climate that promotes DEI at AUA and to make DEI efforts more transparent, inclusive, and collaborative, representing the diverse perspectives of the AUA community.

Charge

The Committee shall be responsible for:

- Carrying out, supporting, and monitoring the work of the AUA DEI plan.
- Creating subsequent DEI plans in collaboration with the AUA community.
- Suggesting new DEI-related initiatives as needed.
- Recommending and advising on DEI policies and policy-related issues.
- Monitoring and responding to DEI-related issues in line with relevant AUA policies (Sexual Harassment, Non-Discrimination, Cyberbullying, Whistleblowing, etc.).
- Liaising with other committees (Ethics and Grievance, Academic Standards, Student Conduct, etc.) as needed when DEI issues are involved.

Committee Composition and Member Selection

The Committee shall have 5-7 members, including:

- The AUA DEI Coordinator, who shall serve as the Chair of the Committee (if the position of DEI Coordinator is vacant, the Chair shall be elected from among the other members of the Committee),

- Two faculty members approved by the Faculty Senate, at least one of whom is a member of the Faculty Senate,
- Up to two staff members nominated by the Staff Assembly and approved by the Faculty Senate,
- Up to two students nominated by the Student Council and approved by the Faculty Senate, including at least 1 undergraduate student and at least 1 graduate student,

Other interested faculty, students, or staff may join the committee as non-voting members or participate in the committee's work as relevant or necessary upon the agreement of a majority of committee members.

Members other than the DEI Coordinator will serve for 1 year.

Faculty who are interested in serving on the committee will express their interest in writing via email to the Election Organizer during the committee nomination period as specified in the Faculty Senate Bylaws. Student and staff nominations shall be submitted to the Election Organizer by the Student Council and Staff Assembly during the nomination period. All nominations and self-nominations will be put to a vote by the Faculty Senate during the Committee Elections as specified in the Faculty Senate Bylaws.

Procedures

- The Committee shall meet approximately once per month, or more frequently as needed.
- All decisions are made by a majority vote of the committee.
- All cases of potential grievances related to DEI issues, (including but not limited to bias, harassment, discrimination, etc.) shall be submitted to the Ethics and Grievance Committee by the complainant. The DEI Committee Chair or members of the Committee may be called upon to assist in or advise on Ethics and Grievance matters related to DEI issues.
- The committee may request/review data collected by various University bodies, including but not limited to the OIRA, Registrar, Student Affairs, Student Council, Human Resources, etc. to assist in the implementation of the DEI plan or creation of subsequent DEI plans.
- The Committee shall regularly update the Faculty Senate on its activities. The Committee may send updates via a representative to regular Faculty Senate meetings. In case no member of the Committee can attend a regular Faculty Senate meeting, the Chair of the Committee should send an update in writing to the Faculty Senate Chair before the meeting.
- Proposals for new policies or revisions to existing policies shall be forwarded to the Faculty Senate for a vote before following the procedure in the AUA Policy on Policies.

Related Policies

[Non-Discrimination Policy](#)

[Policy on Equal Opportunity in Employment Policy](#)

[Policy on Main Rights, Duties, and Responsibilities of the Employees](#)

[Policy on Sexual Harassment](#)

[Statement on Academic Freedom](#)

[Faculty Code of Conduct](#)

[Student Code of Conduct](#)

[Staff Conduct Policy](#)

[Whistleblower: Responsible and Ethical Conduct at AUA](#)