SUNY Polytechnic Institute
Diversity, Equity, and Inclusion (DEI) Advisory Committee Charge
December 2021

The SUNY Polytechnic Institute DEI Advisory Committee is being formed in the context of a SUNY system-wide commitment to principles of DEI in all its activities, and this has recently been re-affirmed in the action plan available here. Supporting such critical efforts, SUNY Poly's DEI Advisory Committee will be a standing committee, spanning the constituencies of both the Albany and Utica campuses. It will provide recommendations and ongoing counsel directly to the President and the Chief Diversity Officer (CDO).

While recognizing the importance of DEI principles and best practices to fulfill SUNY Poly's mission and commitment to its students and broader community, it is also important to remember the long-term nature of the commitment required of our institution. True organizational change and steady progress toward best practices require both time and persistence.

Accordingly, in its work, this DEI Advisory Committee must consider both short-term and long-term strategies when suggesting goals, objectives, and plans of action to the SUNY Poly's leaders. In its activities, the committee should demonstrate leadership across campus and within its various constituencies by working to increase diversity, equity, and inclusion through efforts in education, institutional change, and modeling of the values we espouse.

As we begin the activities of this group in fall of 2021, the first step is to establish a baseline and initial plan from which future DEI efforts will flow. We request that an initial planning document be prepared by April 1, 2022, as a basis from which to work and with which to engage our broader community. Although not intended as a prescriptive list, components of this planning document could include, but need not be limited to:

- An inventory of university-wide DEI efforts and initiatives;
- Proposals for new efforts/initiatives that could be appropriate for SUNY Poly;
- Aggregated survey data, or feedback from campus constituents, on the effectiveness of past or current efforts and proposed initiatives for the future;
- Review of best practices and benchmarking information from other Higher Education Institutions (HEIs);
- Recommended metrics that might be used by SUNY Poly in the future to monitor progress in DEI initiatives;
- Recommended next steps in DEI strategic planning for the university, with short-term, mid-range, and long-term action items and goals; and
- Recommendations for the role of this advisory committee after its first six months of formation, as the above planning processes and new initiatives are rolled out.

We propose this advisory group meets at least monthly prior to the April 1 deadline to discuss items of importance that may arise as the group's work is carried out.