

Diversity and Inclusion Committee

Description/Purpose

At Ferris State, “Diversity is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.”

The FLITE Diversity and Inclusion Committee will identify opportunities and lead initiatives to support and promote diversity and inclusion at Ferris State University through FLITE. Its purpose is to connect the library to the university’s goals of diversity and inclusion, at the university level, internally to library faculty, staff, and building partners, and in targeted efforts of student outreach.

Sponsor

Dean of FLITE, Scott Garrison

Leader(s)

The committee chair is to be elected by the committee and should have served one year on the committee before their one-year term as leader begins.

Membership

This standing committee will consist of at least four members, representing each of the faculty, clerical-technical and administrative personnel groups in FLITE. If volunteers are not forthcoming, membership will be filled out by the Dean. If a librarian serving on the Academic Senate Diversity Committee is not already on this committee, then he or she will be added as an *ex officio* member. The person representing FLITE on any campus-wide Diversity and Inclusion group should be a member of the FLITE Diversity Committee. Building partners may be invited to serve as *ex officio* members of the committee.

Membership Rotation Schedule

Two of the initial four members of the initial committee will serve one-year appointments, allowing for membership to be staggered to provide for continuity.

Membership Term Limits

Members are appointed for a 2-year term and will be eligible for reappointment.

Resource People

- Diversity & Inclusion Office
- Office of International Education
- Office of Multicultural Student Services
- Title IX Coordinator

- Disabilities Services
- Center for Latin@ Studies

Goals

- Align FLITE with the Ferris State University Diversity Plan and the diversity action items as identified by the Division of Academic Affairs.
- Create ways for FLITE personnel to become more aware of the diversity inherent to FLITE's faculty and staff and to the population FLITE serves by providing on-topic professional development.
- Serve as diversity and inclusion resource for the Ferris community.
- Establish and maintain contacts with other groups engaged in the promotion of diversity and inclusion within Ferris State University and the surrounding Big Rapids community.
- Establish and maintain contacts with other groups engaged in the promotion of diversity and inclusion in the library profession on a local, state, and national level.
- Actively seek input from a broad spectrum of FLITE personnel.

Measures of Success

The committee will meet regularly to discuss and plan initiatives for FLITE and for the campus, to engage library faculty and staff in regular discussions, activities, and professional development around topics and issues related to diversity.

Connections to Strategic Plan

Initiative #2

Resources

[Diversity & Inclusion Plan, 2016-2021](#)

[ACRL Diversity Standards](#)

Timeline

The committee's work will be ongoing.

Assessment Plan/Review Cycle

The committee's work is aligned with key strategic directions of the university and will advance library-specific and campus-related goals for diversity.