

Diversity, Equity, and Inclusion Committee
Department of Spanish, Italian, and Portuguese
University of Virginia, Unceded Territory of the Monacan Nation

Overview

The Diversity, Equity, and Inclusion (DEI) committee is a standing committee composed of 3 members of the tenured or tenure-track faculty and 2 members of the general faculty. Its core mission is to support department initiatives and ensure best practices related to diversity (a broad category that includes, among other forms of diversity, racial, ethnic, gender, sexual, and socioeconomic diversity), equity (taking measures to level the playing field and provide equal opportunity), and inclusion (creating a healthy and welcoming work environment). The Director of DEI (DDEI) reports to department Chair and the Associate Dean for Diversity, Equity, and Inclusion in the College of Arts & Sciences.

Graduate DEI Committee: The DEI committee works closely with the Graduate DEI Committee. See “Graduate Diversity, Equity, and Inclusion Committee: Processes and Procedures.”

N.B.: This document uses “they” pronouns to refer to all individuals.

Appointments

Committee members are appointed by the department Chair or DDEI. Members serve staggered two-year terms. After a member serves their term, they must wait two years before serving again.

Responsibilities

The core responsibilities of the DEI committee include but are not limited to:

- addressing equity concerns raised by faculty, students, or staff and reporting (if necessary) to relevant administrative and/or human resources units in accordance with the Inclusive Excellence framework (<https://vpdiversity.virginia.edu/inclusive-excellence>)
- communicating policies and programs related to DEI
- ensuring best practices in faculty and staff searches
- ensuring best practices in graduate recruitment and retention
- reviewing DEI small grant proposals from the department to ensure best practices before they are submitted to the College
- piloting initiatives with DDEI funds

Procedures

The DEI committee addresses issues raised by committee members, faculty, staff, students, or department stakeholders. For confidential matters, the committee or DDEI will communicate only with relevant administrators (e.g., HR, University Ombuds, AD for DEI). For proposed changes to department governance, the committee will follow the procedures outlined in the bylaws. See “Department of Spanish, Italian, and Portuguese Bylaws.”