

CHARTER

PRESIDENT'S DIVERSITY COUNCIL

The President's Diversity Council is one of Caltech's administrative committees. Administrative committees are established by the president for the purpose of advising the administration on policy and procedural matters in a given area. When an administrative committee is established, the president designates a member of the administration to oversee the committee. Administrative committees are established (and may be disbanded) according to the needs of the president and the administrator through whom the committee reports.

- *The president appoints committee members, based on the recommendation of the administrator through whom the committee reports.*
- *A charter approved by the president delineates the duties and responsibilities of each administrative committee. Amendments or revisions to a committee's charter will be recommended to the president by the administrator through whom the committee reports.*

Each administrative committee is authorized to adopt its own rules of procedure, as long as such rules do not conflict with the provisions of the charter approved by the president.

History of the President's Diversity Council

In 2007, Caltech's president established the President's Diversity Council in response to the recommendations of the Committee on the Student Experience and Student Affairs. At that time, the membership of the President's Diversity Council included broad representation from the campus community, including members of the Provost's Office, the Student Affairs organization, faculty, staff, and students. The efforts of the Council led, among other things, to an increase in the number of Hispanic students, greater support for LGBTQ students, a revision of the Freshman Summer Research Institute curriculum, and greater coordination of Caltech's K-12 outreach programs.

The Council took a temporary hiatus during the 2013-2014 presidential transitions. The president would now like to change the composition of the Council in order to refocus its efforts specifically on the recruitment and retention of diverse faculty, students, and postdoctoral scholars at Caltech. The president's goal for the restructured Council is to make sure that Caltech "continues to attract the most original and creative scholars to the Institute by ensuring an environment where diversity is celebrated."

Committee Reporting

The President's Diversity Council reports to the president through the provost.

The committee chair will inform the president and the provost of the committee's deliberations and recommendations.

Committee Composition

The President's Diversity Council shall be composed of one tenure track or tenured faculty member from each academic division. Ex officio members of the Council shall include the vice provost/chief diversity officer and two division chairs (the latter serving two-year, nonrenewable terms).

Committee Chair

The vice provost/chief diversity officer or designee shall chair the President's Diversity Council.

Committee Member Terms

With the exception of ex officio members, members of the President's Diversity Council shall serve a three-year term.

Ex Officio Members

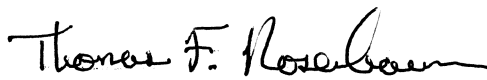
Ex officio members are individuals who serve on the committee as a result of the office or position they hold. Ex officio members are full voting members of the committee.

Committee Duties and Responsibilities

The duties and responsibilities of the President's Diversity Council include:

- Examine the composition of the Caltech faculty, undergraduate, graduate, and postdoctoral scholar populations, tracking historic trends and highlighting areas of strength and weakness with respect to diversity.
- Recommend actions that could enhance Caltech's efforts to diversify the faculty, undergraduate, graduate, and postdoctoral scholar populations.
- Examine the climate within the academic divisions and the broader campus community and recommend strategies that would improve the environment that individuals of all backgrounds encounter at Caltech.
- Examine Caltech's admissions policies and practices, both at the undergraduate and graduate levels, and recommend strategies to reach and recruit the most diverse pool of students possible.

Approved:



Date:

April 17, 2020