

College of Fine Arts Diversity, Equity, and Inclusion Committee Charter

Charge: The College of Fine Arts Diversity, Equity, and Inclusion (DEI) Committee is charged with selecting, promoting, and nurturing arts programs that align with the university's commitment to diversity and inclusion. The committee oversees the CoFA Arts Programming and DEI Initiative Programming Grants (see addendum). The committee also addresses opportunities and challenges associated with the university's commitment to diversity and inclusive excellence. The committee typically meets three times a semester.

Committee Membership: The committee will typically consist of about fourteen members, including both faculty and staff and student representatives. In all cases, care should be taken that the committee's membership represents a diversity of pursued and/or lived experiences supporting DEI issues and causes.

Faculty Representatives

The Dean of the College of Fine Arts, in consultation with the Associate Dean for Research and Faculty Development and associated unit heads, will appoint one faculty representative from each of the units of the College. These committee members will serve for a three-year term. *(If a unit selects an adjunct faculty member as a representative, it should provide compensation for time and service).*

Staff Representatives

The committee will also include two staff representatives. In the spring before a staff membership is vacant, a call for staff representatives will be issued and the representatives will be selected by the committee from among these applicants. When the committee receives a significant number of applicants for either position, a subcommittee may be called to select and present finalists for a vote conducted by the full committee. These committee members will serve for a three-year term.

Student Representatives

The committee will also include an undergraduate and graduate student representative. Each spring, a call for student representatives will be issued and the representatives will be selected by the committee from among these applicants. The term of service for student representatives will be one year beginning the fall semester after their selection. When the committee receives a significant number of applicants for either position, a subcommittee may be called to select and present finalists for a vote conducted by the full committee.

Additional committee members

The committee will also include a designated representative from Student Development Services. The CFA Diversity Advocates and Associate Dean for Research and Faculty Development will also serve as committee members. As *ex officio*, these are voting members of the committee.

Committee Member	Number	Term of Service	Selected By
College of Fine Arts Faculty Representatives	6 (one from each unit of the College)	3 years	Dean of the College, in consultation with the Associate Dean for Research and Faculty Development and unit chairs and directors
College of Fine Arts Staff Representatives	2	3 years	By application to the DEI Committee
Student Development Services Representative	1	<i>ex officio</i>	Associate Vice Chancellor and Dean of Student Development
Associate Dean for Research and Faculty Development	1	<i>ex officio</i>	-
College of Fine Arts Diversity Advocates	Typically 2	<i>ex officio</i>	-
Undergraduate Student Representative	1	1 year	By application to the DEI Committee
Graduate Student Representative	1	1 year	By application to the DEI Committee

From among the College of Fine Arts representatives, the Dean of the College will select a member to serve as Chair of the committee. The Chair is responsible for calling committee meetings, setting the agenda, and acting as a liaison between the committee and the administration of the College and University. The Chair will serve in the role for one year, at which point they may either be reappointed by the Dean or rejoin the committee as a College of Fine Arts representative, if their term has not yet expired.

Addendum: CoFA Arts Programming and DEI Initiative Programming Grants Charge (2017)

Context: The arts advocacy organization, Americans for the Arts, issued the following statement on cultural equity (May 2016): “Cultural equity embodies the values, policies, and practices that ensure that all people— including but not limited to those who have been historically underrepresented based on race/ethnicity, age, disability, sexual orientation, gender, gender identity, socioeconomic status, geography, citizenship status, or religion—are represented in the development of arts policy; the support of artists; the nurturing of accessible, thriving venues for expression; and the fair distribution of programmatic, financial, and informational resources.” Higher education institutions, in recent decades, have been developing means by which to embody cultural equity. Virginia Commonwealth University, for example, established the Racial Equity, Arts and Culture core within its Inclusion, Inquiry, and Innovation Institute. Stanford University, in 2000, established the Institute for Diversity in the Arts, dedicated to “involving students in the study of culture, identity and diversity through artistic expression.”

Goal: Recognizing the role of the arts as catalysts for community-wide conversations and

embracing the opportunity to demonstrate the relevancy of the arts to TCU, we seek to develop and enhance arts programming that engages with issues of culture, identity, and diversity.

Such activities offer the opportunity to meet a number of CoFA strategic goals, including

- Championing the values and learning experiences of global engagement
- Championing the values and learning experiences of diversity and inclusiveness
- Increase the visiting artist/scholar program and encourage interactions with students
- Frame and promote public presentations of artistic expression as demonstrations of academic rigor and professionalism
- Advance faculty and student interdisciplinary research and creative activities
- Prepare and support students, staff and faculty to utilize public programs as platforms for public engagement, including increasing familiarity with the appropriate methods and tools of analysis and assessment

Action: Establish a CoFA arts programming & diversity committee, overseen by the Dean, charged with developing, selecting, and promoting arts programs that align with the university's commitment to diversity. This committee will include designated representatives from Campus Life (Barbara Herman) and CRES.

Such programming can include new programs (never previously presented on campus) or enhancement of existing programs. These programs can be open to the general public or designed to address targeted audiences, such as first year students. The benefit of the program should extend well beyond the boundaries of any one unit or discipline.

In response to calls for submission issued by the Dean's office to TCU CoFA faculty & staff, the committee will select proposals and also offer advice and support for the implementation of selected projects. While projects are designed to be led by CoFA faculty or staff, they can include faculty, staff, and students from other areas of the university or guests artists/scholars. As the initiative develops, it will aim to develop its calendar well in advance to maximize program benefits.

This initiative is supported by pilot funds of 15K from the provost's office.

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