

Lehigh University  
Council for Equity and Community Charge  
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The Council for Equity and Community is founded from Lehigh University's commitment to actively promote an inclusive community of campus diversity, receptive to all differences such as age, color, disability, gender, gender identity, marital status, national or ethnic origin, race, religion, sexual orientation, socio-economic background, and veteran status. Seeking to make the Lehigh University community a true reflection of social diversity we have assessed our campus climate and developed recommendations for change. The Council for Equity and Community is a standing body to help implement and sustain university-wide goals and initiatives, assess our progress, and report to the campus community about it.

The Council for Equity and Community will serve in an advisory capacity to the university president and the senior leadership and will report at least once every academic year to those entities as well as to the university faculty and the campus community.

As a representative and empowered group, the Council for Equity and Community will amplify and enact the work of Lehigh University's diversity initiatives through the identification and implementation of changes to develop equity and an inclusive climate to the Lehigh community. The CEC will hold every member of the campus community accountable for our progress. The CEC will engage the campus community, serve in an advisory capacity to faculty, staff, and students, and will promote a culture of equity and community.

The seven goals set forth for the Council for Equity and Community are:

1. To enrich the curriculum by enhancing student and faculty learning about varied cultures, experiences, and perspectives; incorporate learning to foster critical, creative, and compassionate student and faculty thinking about power and privilege dynamics.
2. To create a campus environment that values difference by fostering and recognizing activities outside the classroom (e.g., research/scholarship, community service/experimental engagement, and co-curricular programming).
3. To increase the recruitment and retention of underrepresented/underserved populations among students.
4. To increase the recruitment and retention of populations among faculty and staff to ensure an inclusive campus community.
5. To examine and ensure the means that shape, govern and define institutional culture, and actively incorporate and promote equal access, opportunity, and success for all students, faculty, and staff.
6. To foster a safe, equitable, and respectful campus climate free from all forms of discrimination, harassment, violence, and sexual victimization.
7. To strengthen and expand working relationships with external constituencies (e.g., the Bethlehem and Lehigh Valley communities, alumni, law enforcement, business, government, non-profit agencies, K-12 schools, other colleges, religious/cultural institutions, community organizations, media) building on collective strengths to promote equitable communities.