

Affinity Group Charter

- Purpose:

The affinity group will serve as a social and support community for faculty and staff of color at Capital University. It will provide opportunities for members to connect and share aspects of their identities as it relates to navigating the university and society.

- Type of Committee:

Capital University's Affinity Group will be a standing committee with scheduled monthly meetings/gatherings/events, with the flexibility for additional meetings as needed.

- Membership:

Affinity Group Membership will be voluntary to Capital University's faculty and staff with no max capacity.

- Chairperson:

Capital University's Executive Director of Diversity, Equity, and Inclusion will serve as the Chairperson for Capital University's Affinity Group.

- Delegation of Authority:

In the absence of the Executive Director, responsibility of the Affinity Group would transfer to the Associate Director of Diversity & Inclusion at Capital University.

- Formalities:

Authored by Ralph Cochran Director of Diversity & Inclusion for Capital University (2021) Submitted for President's Cabinet Approval on July 6th, 2021.

DEI Workgroup Charter

- Purpose:

Capital University's Diversity, Equity, and Inclusion Work Group aims to advance the university's efforts in creating identity based positive change and enhancing the campus climate for students and employees.

- Type of Committee:

Capital University's DEI Work Group will be a standing committee with monthly scheduled meetings, and the flexibility for additional meetings as needed.

- Membership:

DEI Workgroup membership will be on a voluntary basis to Capital University's faculty and staff with no max capacity.

- Chairperson:

Capital University's DEI Workgroup's Chairperson will be the Executive Director of DEI.

- Activities, Duties, and Responsibilities:

The DEI Workgroup will be charged with advancing DEI efforts and relations at Capital University. This will include but is not limited to; progressing the 2021 DEI Strategic Plan, routine campus climate data gathering, policy and procedure review/implementation as it relates to DEI, and DEI related trainings/education recommendations. (All proposed suggestions subject to approval of President's Cabinet)

- Delegation of Authority:

In the Absence of the Executive Director of DEI, the DEI Workgroup will report to President and become the responsibility of the President.

- Formalities:

Authored by Ralph Cochran Director of Diversity & Inclusion for Capital University (2021) Submitted for President's Cabinet Approval on July 6th, 2021.