

**Arts and Sciences Committee on Equity and Diversity
Mission Statement**

The Committee on Equity and Diversity (CED) is the central faculty governance body working to foster diversity and equity in the scholarly, pedagogical, and administrative practices in Arts and Sciences. Formed in the Fall of 2018, and supported by the Office of the Executive Vice President for Arts and Sciences through the Office of Academic Planning and Governance and the Office of Faculty Development and Diversity, the committee is a faculty-driven and faculty-centered initiative to address practices that have limited the access and advancement of underrepresented groups as identified in the 2017-18 Policy and Planning Committee's Equity Studies. The Committee sees diversity and equity as integral to the University's education and research goals. A diverse scholarly community working in equitable conditions increases intellectual richness, vibrancy, and innovation and cultivates and models excellence and inclusion for our students and those outside the University. To this end, the CED supports programming and policies and procedures that promote inclusive and equitable work environments for faculty within their home departments and more broadly across the University. The CED works with faculty, departments, and administrators to foster more equitable climates and cultures and to establish and evaluate policies intended to enhance diversity and equity; such policies and procedures include those focused on the continual hiring of scholars who further the goals of diversity and inclusion and those that address inequitable dynamics in departmental and school culture.