**SACD Committee Framework**

**(preliminary draft 2/7/2020, D.Derezotes)**

**General guidelines and principles**

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| 1. Diversity and inclusion are included as part of our University Mission Statement
2. The University is a place devoted to education, and the SACD is charged with helping to educate University students, staff, faculty, and administrators on diversity and inclusion issues.
3. Culture change can be thought of as a gradual process of behavioral change, that includes micro (individual) mezzo (community) and Macro (systemic/policy) transformations
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**Current (this 2019-2020 year) priorities for study and recommendation**

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| 1. Hiring, annual review, promotion, tenure
2. Land acknowledgement
3. Reporting and response
4. Student safety
5. Data committee
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**Tracking and monitoring**

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| 1. The SACD will continue to track and monitor, on an ongoing basis, how our annual recommendations are implemented
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