



**SEA 202**  
**Regional**  
**Diversity**  
**Committee**  
**Update**

## SEA 202 Information

[SEA 202](#) became effective on July 1, 2024. Among other requirements, SEA 202 imposed a requirements for each campus to have a new campus diversity committees.

SEA 202 mandated an expansion in the areas of responsibility of diversity committees by including matters related to cultural and intellectual diversity issues and promotion and recruitment and retention of underrepresented students.



On September 13, 2024, IU's Board of Trustees approved a resolution authorizing the creation of diversity committees consistent with SEA 202 at each campus.

The diversity committee will be called the **IU South Bend Regional Diversity Committee.**

The Regional Campus Diversity Committees will each consist of five (5) members: two (2) faculty, one (1) staff, one (1) administrator, and one (1) student identified by the Chancellor or designee in consultation with campus leadership. The Chancellor will collaborate with campus leadership to identify one member to serve as chair (Elizabeth Paice).

Committee names need to be submitted to IU this month and each Regional Campus Diversity Committee will meet at least quarterly to perform its duties as required by SEA 202.



## **BRING ON TOMORROW**

### **Duties of Diversity Committees.**

Consistent with SEA 202, each diversity committee is charged with the following duties:

- Review and recommend faculty employment policies concerning cultural and intellectual diversity issues.
- Review faculty and administration personnel complaints concerning cultural and intellectual diversity Issues.
- Make recommendations to promote and maintain cultural and intellectual diversity among faculty members.
- Make recommendations to promote recruitment and retention of minority and underrepresented students.
- Issue an annual report stating the findings, conclusions, and recommendations of the committee to the Board.

No later than June 1 each year, the Regional Campus Diversity Committees will submit their findings and recommendations individually to the Board of Trustees.



## BRING ON TOMORROW

### Clarifications:

- The role of the new regional diversity committees is advisory in nature. The diversity committees collect observations from reviews being done by other committees/areas and states recommendations in an annual report to the Board of Trustees.
- The committee functions are defined as reviewing, recommending, and issuing an annual report.
- The role of the new diversity committees in reviewing faculty and administration personnel complaints concerning cultural and intellectual diversity among faculty members **does not replace/oversee** the role of individual campus administrators and supervisors, and HR personnel in reviewing SEA 202 complaints concerning cultural and intellectual diversity issues. SEA 202 complaints will continue to be handled by the appropriate parties at each individual campus, including Faculty Affairs representatives, Deans, and HR representatives as per guidance provided as part of SEA 202 implementation discussions.




## **BRING ON TOMORROW**

### **Clarifications continued...**

- If a campus, college, school, unit, department, etc. already has an existing diversity committee (we have the DEI Advisory Council), nothing in SEA 202 prohibits that group from continuing to exist under its current structure and the groups can collaborate/share info/work on report together, etc. Each campus must create a new diversity committee as per the Board of Trustees' resolution which meets the specific committee composition requirements.
- Prior to issuing the annual report to the Board of Trustees, each diversity committee will submit a draft report to the campus Chancellor or Provost for review by May 1 of each year before submitting the final report to the Board of Trustees by June 1.
- OVPDEI and General Counsel are working on a template for annual updates.



**Questions?**



# Dean of Students Search Update