



Committees

Diversity, Equity, & Inclusion Committees

CLIMATE COMMITTEE

ADVISORY COMMITTEE FOR EQUAL OPPORTUNITY

BIAS INCIDENT RESPONSE TEAM

LGBTQ+ ADVISORY GROUP

IN THIS SECTION



At Worcester State University, diversity, equity, inclusion, and social and racial justice are advanced through each and every one of the DEI committees charged with different aspects of, and approaches to, immediate action, and short and long term initiatives.

Those committees are outlined here:

Campus Climate Committee

The Campus Climate Committee (CCC) works collaboratively on a multi-stage approach to evaluate diversity, inclusion and equity, utilizing quantitative and qualitative data, to propose, design, and assess short and long-term systemic initiatives.

Charge

1. To effectuate the University's mission: Worcester State University champions academic excellence in a diverse, student-centered environment that fosters scholarship, creativity, and global awareness. A Worcester State education equips students with knowledge and skills necessary for lives of professional accomplishment, engaged citizenship, and intellectual growth; and
2. To implement the President's Five Point Plan of Action, Toward a More Inclusive Campus Climate:
 - i. classroom context
 - ii. student engagement
 - iii. cross-racial interactions
 - iv. cultural competency training
 - v. diversity in all hiring processes
3. To report activities and recommendations to the President annually.

Composition

The Provost will serve as the executive chair of CCC, with 2 co-chairs (1 staff, 1 faculty) who will assist in convening meetings, lead data-based conversations, and ensure committee work is completed. Ideally, the CCC will have a minimum of 4 faculty, 4 staff, and 3 students. The Assistant Vice President of Employee Services, and AAEO, the Executive Director of Affirmative Action & Equal Opportunity will both serve as ex-officio members.

Commitment

The CCC will meet once per month during the academic year as a large group to share subcommittee findings. Subcommittee meetings will meet once per month during the academic year. Members are expected to attend all meetings, and serve for a minimum 2-year period.

2022 Spring Semester Committee Membership

Laxmi Bissoondial
Alexandra Burgess
Amber Dumas
Maria Isabel Gariepy (Ex-Officio)
Stacey Luster (Ex-Officio)
Nabin Malakar
Mary Jo Marion
Edgar Moros (Co-Chair)
Dana Rognlie
Karen Shalev
Alexander Tarr
Henry Theriault
Lois Wims (Executive Co-chair)

Meeting Dates

Date	Time
February 4, 2022	2pm
March 4, 2022	2pm
April 8, 2022	11am
May 19, 2022	11am

Supporting Documents

-  [Campus Climate Committee Report – May 2021](#)
-  [Campus Climate Committee Report – May 2020](#)

Advisory Committee for Equal Opportunity, Diversity, & Affirmative Action

The Advisory Committee for Equal Opportunity, Diversity, & Affirmative Action is explicitly derived from the state-wide Equal Opportunity, Diversity, & Affirmative Action Plan.

Charge

1. To serve as an advisory group to the President;
2. To evaluate institutional compliance with respect to all equal opportunity, diversity, and affirmative action programs, and to recommend appropriate strategies to the President;
3. To keep informed as to federal and state laws and regulations as well as institutional policies impacting equal opportunity, diversity, and affirmative action; and
4. To make recommendations (annually) to the President as well as respective campus and governance committees concerning effective implementation of the University's Equal Opportunity, Diversity, & Affirmative Action Plan.

Composition

The advisory committee will have 2 co-chairs (1 staff, 1 faculty) and will be comprised of a minimum of 2 faculty, 4 staff, and 2 students. The Assistant Vice President of Employee Services, and AAEO, the Executive Director of Affirmative Action & Equal Opportunity will both serve as ex-officio members.

Commitment

The committee will meet three times per semester, in addition to subcommittee meetings. Members are expected to attend all meetings, and serve for a minimum 2-year period.

2022 Spring Semester Committee Membership

Midaly Carasquillo
Marilyn Cleary
Adam Dullea
Adrian Gage
Maria Isabel Gariepy (Ex-officio)
Charlotte Haller
Stacey Luster (Ex-officio)
Frances Manocchio (Co-chair)
Cara Powers
Mark Wagner
Marc Wagoner (Co-chair)

Meeting Dates

Date	Time
January 31, 2022	11am
February 22, 2022	2pm
March 25, 2022	11am
April 29, 2022	1:30pm
May 24, 2022	2pm

Supporting Documents

 [EODAA Committee Report – May 2021](#)

 [EODAA Committee Report – May 2020](#)

 [Equity Audit: Inclusivity Appraisal Report](#) (student access, login required)

 [Equity Audit: Inclusivity Appraisal Report](#) (employee access, login required)

Diversity Mini-Grant

Worcester State University strives to foster a campus climate that promotes the intellectual examination of the experiences, perspectives, and contributions of the diverse cultures and groups that make up the Worcester State community. In this spirit, students, faculty, and staff are invited

to submit their ideas about increasing equity, diversity, and inclusion within the Worcester State community. Ideas that meet the mini-grant guidelines may be funded up to \$300.

The Diversity Mini-Grant aims to encourage networking and collaborative diversity programming between faculty, staff, and student groups focused on making the Worcester State community climate welcoming to all its members.

All proposals must be consistent with Worcester State University policies and procedures and any events must be held on campus.

Supporting Documents

 [Diversity Mini Grant Application and Guidelines](#)

 [Diversity & Inclusion Strategy](#)

Bias Incident Response Team

The Bias Incident Response Team (BIRT) is responsible for providing a comprehensive approach to addressing incidents of bias that challenge the University's mission, core values, civility policies, policies against discrimination, discriminatory harassment, and retaliation, and efforts toward improving campus climate.

Charge

1. To promote a safe and welcoming climate that is open to all;
2. To provide care, support, resources, and education to individuals or groups who are the targets of bias incident and/or hate crimes and to the campus community concerning the resulting impact;
3. To funnel reported incidents to the appropriate office for investigation and/or discipline;
4. To recommend appropriate programs that are both preventative and responsive to bias incidents and hate crimes;
5. To document and monitor reported incidents of bias and hate.

Composition

The BIRT will have 2 co-chairs (1 staff, 1 faculty) and will be comprised of the Directors of the Counseling Center, Multicultural Affairs, Residence Life, and University Police, as well as the Assistant Vice President for Communications and Marketing, Student Conduct Coordinator, Title IX Coordinator, 2 faculty members, and 4 students (including student trustee). The Assistant Vice President of Employee Services, and AAEO, the Executive Director of Affirmative Action & Equal Opportunity will both serve as ex-officio members.

Commitment

The BIRT will meet three times per semester as a large group to discuss educational campus activities and response processes. If an incident requires an immediate campus communication, the BIRT will meet within 48 hours and will work with appropriate offices in communicating facts relating to the incident and relevant procedures following the receipt of a reported incident. Members are expected to attend all meetings, and serve for a minimum 2-year period.

2022 Spring Semester Committee Membership

Laxmi Bissoondial
Adrian Gage
Maria Isabel Gariepy (Ex-Officio)
Jaylene Hurley
Anna Johnson
Jason Kapurch
Joshua Katz
Thomas Kelley
Stacey Luster (Ex-Officio)
Tanya Mears (Co-Chair)
Laura Murphy
Jennifer Quinn
Karen Shalev
Maureen Stokes (Co-Chair)
Divya Tenny

Meeting Dates

Date	Time
February 11, 2022	11:30am
March 1, 2022	3pm
April 11, 2022	3:30pm
May 25, 2022	3pm

Supporting Documents



[Bias Incident Response Team Report May 2021](#)



[Bias Incident Response Team Report May 2020](#)



[Complaints and Bias Incidents Summary – November 2021](#) (login required)

LGBTQ+ Advisory Group

The mission of the LGBTQ+ Advisory Group is to advocate for the needs of the LGBTQ+ community and work towards a campus culture where members of the LGBTQ+ community are welcomed and respected.

Charge

1. To identify and provide educational resources and programs supporting and celebrating the LGBTQ+ community;
2. To collaborate with Worcester State offices, programs, and groups that address the needs of the LGBTQ+ community;
3. To make recommendations (annually) to the Office of Diversity and Inclusion about policies, programs, and services for LGBTQ+ students, faculty, and staff at Worcester State.

Composition

The LGBTQ+ Advisory Committee will have 2 co-chairs, and will be comprised of faculty, staff and students. The Executive Director of Affirmative Action & Equal Opportunity will serve as an ex-officio member.

Commitment

The committee will meet three times per semester, in addition to subcommittee meetings. Members are expected to attend all meetings, and serve for a minimum 2-year period.

2022 Spring Semester Committee Membership

Bella Carey-Hicks
Maria Isabel Gariepy (Ex-Officio)
Erica Hanlon
Joshua Judge
Stacey Luster (Ex-Officio)
Riley McGuire (Co-chair)
Caitlyn Oliveira
Stacey Parker
Nancy Ramsdell
Kathleen Rogan
Mary Lynn Saul
Elizabeth Siler
Sarah Strout (Co-chair)
Sarah Valois

Meeting Dates

Date	Time
February 16, 2022	3:15pm
March 23, 2022	3:15pm

Date	Time
April 27, 2022	3:15pm
May 25, 2022	3:15pm

Supporting Documents

 [LGBTQ+ Advisory Group Report – May 2020](#)

Related Links

- [Bias Incidents and Reporting](#) >
- [Equal Opportunity, Diversity and Affirmative Action Plan](#) >
- [Five Points of Action](#) >
- [Strategic Plan](#) >
- [You Are Welcome Here](#) >

Contact Diversity, Inclusion, Affirmative Action, & Equal Opportunity

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3rd Floor
Office 335

 diversity@worchester.edu

 508-929-8053

Quicklinks

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[Admissions & Aid](#)
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[Community Impact](#)
[Alumni & Giving](#)

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