

SHP DEI Committee Function

The Diversity, Equity and Inclusion (DEI) Committee shall formulate recommendations and facilitate activities regarding the promotion of diversity, equity and inclusion within the school and build capacity for embracing these concepts among SHP faculty, staff, students and alumni. In the spirit of diversity, equity and inclusion, the DEI will strive to include available expertise and the input of other stakeholders (e.g., representatives from other SHP standing committees, representatives from all SHP Departments, the UAB Office of Diversity, Equity and Inclusion) in all activities. The final decisions of the DEI shall be in the form of recommendations to the Dean and require the Dean's approval for implementation. The functions of the DEI shall be to provide recommendations to the Dean and execute approved activities regarding:

- A. Enhancing awareness of and facilitating meaningful discussions about DEI issues within and among all SHP faculty, staff and students. These activities should be incorporated into departmental activities (e.g., at faculty and staff meetings and retreats) and SHP-wide activities (e.g., SHP Town Halls, interdisciplinary student functions, orientation materials and sessions, ongoing professional development curricula, etc.);
- B. Review and suggest revisions of departmental and school-wide policies and procedure manuals to identify and address DEI issues;
- C. Explore, recommend, and monitor best practices for recruiting, interviewing, selecting, onboarding and retaining diverse faculty, staff and students;
- D. Promote collaboration between Departments addressing targeted student recruitment, retention and inclusive excellence;
- E. Explore, propose and implement strategies to promote student, faculty and staff interaction across disciplines by creating physical spaces and activities that encourage collaboration;
- F. Other business as directed by the Dean.