

Charge to the Community and Belonging Steering Committee

July 2025

These are unprecedented times in the higher education legal and regulatory landscape, and they require that we swiftly reexamine our practices and structures of support.

This past spring as part of DU Forward, we conducted a series of curated conversations regarding culture and engagement and received enlightening feedback. As part of that work, this summer a steering committee will consider how to engage multiple units and offices to better activate the tenets of belonging, inclusion, and thoughtful community across campus.

This committee's work will be grounded in three principles:

Inclusion for All: Each member of our community feels welcomed, valued, and empowered to contribute.

A Broad Definition of Diversity: Embracing the full spectrum of human difference—including race, ethnicity, national origin, gender, sexual orientation, ability, socioeconomic status, age, religious or spiritual affiliation, political perspective, and lived experience.

Pluralism and Bridgebuilding: Fostering a culture of thoughtful engagement and dialogue among diverse perspectives, listening across differences, and mutual respect.

The **charge of this steering committee** is to bring together diverse perspectives and units across campus to:

- Propose an initial mission, vision, and framework for future planning and work.
- Design and implement a fall and winter engagement process, involving students, faculty, and staff in shaping DU's community-building efforts—providing opportunities for meaningful input.
- Evaluate short-term opportunities for the start of the fall to reorganize operational departments and roles to improve collaboration and strengthen support for faculty, staff, and students—bringing together a new cohesive division in advance of the Fall 2025 term that will elevate belonging while serving all individuals across the University community.
- Leverage the engagement process to surface and synthesize community insights.
- Develop outcomes and key metrics for a long-term commitment to this work with clear indicators of success.
- Propose actionable long-term strategies in support of those indicators and foster trust and promote a sense of belonging.

Timeline and Benchmarks Preview:

Summer 2025:

- Convene the steering committee

- Develop a mission, vision, and framework for the fall
- Create an engagement process to socialize, listen to feedback, and further refine strategies

Fall 2025:

- Launch initial short-term strategies
- Begin community listening sessions to communicate initial changes and gather ideas and insights to broadly and collectively reimagine programs

Fall 2025 and Winter 2026:

- Continue engagement and begin to synthesize community feedback into strategic recommendations
- Begin engaging Advancement for campaign and fundraising opportunities
- Socialize and finalize a roadmap for long-term implementation.

This initiative is commissioned by the Office of the Chancellor, the Provost's Office, the Division of Diversity, Equity and Inclusion, and Human Resources and Inclusive Community. Please look forward to our next message when we will have more to share near the start of Fall quarter.