

**UNM Health Sciences Center, Office for Diversity, Equity and Inclusion,
Inclusive Excellence Council (HSC IEC) and
Diversity, Equity and Inclusion Executive Officers (DEI-EO)**

The **HSC IEC** will advance diversity, equity and inclusion across the University of New Mexico Health Sciences Center (UNM HSC) through the vision and practice of inclusive excellence. *An academic health sciences center's achievement of Inclusive Excellence* is dependent on how well it includes, engages, and values the communities it is called to serve internally and externally; including the rich diversity of learners, staff, faculty, administrators, alumni, patients, and community members. The HSC IEC serves as a resource on matters of strategy, policy, and practice to increase diversity, foster and maintain a climate of belonging and inclusion, and achieve equity.

Diversity, Equity and Inclusion Executive Officers (DEI-EO)

To include, engage, and value DEI perspectives from across the HSC, the Inclusive Excellence Council will consist of *Diversity, Equity and Inclusion Executive Officers* (DEI-EOs) from graduate schools/programs, hospitals and centers and will be appointed by their respective Dean/CEO/highest level of leadership. DEI-EOs will have the dual role of gathering the perspectives of their constituents and senior leaders and sharing that information with other DEI-EOs and the HSC Vice Chancellor for Diversity, Equity, and Inclusion (VC-DEI) *through the Inclusive Excellence Council*.

The **DEI-EOs** are directly responsible for leadership on matters of diversity, equity, and inclusion within their organizational entity and for guiding the efforts of the IEC. The DEI-EOs will leverage their direct experience with local culture and climate to advise their leadership in strategy, budget, policy, practices, evaluation, climate, and accountability.

The following falls under the purview of a *Diversity, Equity and Inclusion Executive Officer*.

- Assist the Dean/CEO/Highest level of leadership in developing strategic plans, and associated budgets, related to diversity, equity, and inclusion;
- Develop and evaluate evidence-based policies and practices to recruit, retain, and promote diverse faculty, staff, and learners;
- Develop and evaluate evidence-based policies and practices to reduce and eliminate discrimination by gender, race, ethnicity, sexual orientation, gender identity, and other dimensions of human diversity;
- Foster an inclusive, respectful environment for all faculty, staff, and students/trainees within their Health Sciences organizational entity;
- Promote inter-professional collaboration among programs that will enhance diversity, equity, and inclusion awareness and education;
- Contribute to academic scholarship on diversity, equity, and inclusion;
- Act as a resource and strategic liaison to the Vice Chancellor for Diversity Equity, and Inclusion;
- Attend HSC DEI Inclusive Excellence Council and DEI-EO meetings;
- Contribute to an annual report.

The role of a *Diversity, Equity and Inclusion Executive Office* can be time-consuming and arduous. Those who fulfill this role should be recognized and compensated for their efforts.

For their time and service:

- Allocation of 10-20% effort
- Office of the Vice Chancellor for DEI will provide \$500 annually
- Will receive training in:
 - Implicit Bias
 - Racial/Ethnic Literacy
 - Racial/Ethnic Faculty, Staff, and Learner Recruitment Toolkits
 - LGBTQ and Gender Inequities
 - Transforming DEI-related content to scholarship
 - Pre-Faculty Development

- Other DEI trainings as available
- Special annual celebration and recognition event

Characteristics

- Leader within the School/College/HSC Entity who reports to the Dean/CEO/Highest level of leadership
- Demonstration of commitment to DEI and promoting a collaborative climate
- Experience with individuals from diverse backgrounds
- Strong written and verbal communication skills
- Demonstrated ability to be a spokesperson and advocate when representing their Health Sciences organizational entity at the local, state, and national level
- Community engagement skills