# **UW HR CoP DEI Committee**

The HR CoP Diversity, Equity, and Inclusion committee provides a structure for HR practitioners to network, promote, and expand the use of information, practices, and tools to increase diversity, equity, and inclusion through our HR roles and influence.

**Program Goals:**

* Gain deep understanding of UWHR DEI work to broaden the use application of available tools
* Promote DEI learning and leadership experiences for all HR practitioners
* Foster deeper understanding of DEI practices and applications across UW
* Broaden the application of DEI best practices by sharing with the larger HR community
* Cultivate strong relationships across the UW HR Community to leverage expertise in DEI work
* Provide a platform for open question discussions and courageous conversations

## **HR CoP DEI Committee Details:**

The HR CoP DEI committee is a group of HR practitioners on campus who collect, develop, and share DEI materials and resources for HR practitioners on campus to facilitate broadening DEI practices within units, programs, and schools. This will be accomplished through updating the website (link here) regularly with new DEI training materials and resources, facilitating conversations around DEI topics of interest, and communicating with the rest of the CoP community on current news and developments around DEI work, both at the University of Washington and nationally.

Interested practitioners will be invited to attend voluntary monthly meetings hosted by the CoP DEI team to discuss progressive DEI issues and their impacts on staff HR functions at the individual unit/level and for UW as an institution. These meetings will also be used to discuss diversity tools and how to expand their use to the HR CoP as a whole, as well as to strengthen community and allow HR professionals on campus to feel empowered to implement essential changes.

## **The HR CoP DEI Committee:**

The HR CoP DEI Committee is composed of five to eight current UW HR practitioners. The committee will rotate annually, but current committee members are encouraged to stay involved for multiple years to ensure program consistency and improvement. For those interested in committee work, please read the following expectations of committee members:

## **HR CoP DEI Committee member activities:**

* Gather local DEI resources to learn where best practices can be leveraged more broadly
* Recruit HR CoP presenters and participants for facilitated conversation sessions
* Host quarterly discussion sessions and review proposals
* Develop method for tracking/maintaining meeting minutes, and committee plans/work
* Prepare updated resources page information
* Provide resource guidance for other members of the HR CoP
* Develop lessons learned from each year’s committee work for continued improvement