

DEI Officers: Roles, Expectations, and Responsibilities

1. Hold a leadership position where a minimum of 20% of effort is dedicated to decision-making and support of DEI initiatives for one or more of the following populations: (1) faculty, (2) staff, (3) students, (4) alumni, and (5) community partners.
2. Serve as a College/School/Unit liaison to the Office of Institutional Diversity and Inclusion for strategic planning by attending monthly meetings and retreats, promoting and contributing to both short-term and long-term university-wide DEI efforts.
3. Advocate for and co-create Miami's DEI initiatives and strategies through capacity-building efforts both within their respective unit and across units to support the infusion of diversity, equity, inclusion and belonging throughout Miami.
4. Provide expertise and input on approaches and initiatives to increase the diverse and inclusive climate of their respective unit and more broadly of the university through - (1) climate surveys, (2) campus, college, and unit-wide discussions, (3) bias awareness and reduction, (4) learning opportunities for students, staff, and faculty, and (5) fostering a welcoming environment at the unit/department level.
5. Engage in DEI professional development (PD) by receiving financial support from the DEI Officer's unit to participate in at least one PD opportunity per year, and, in addition, by participating in OIDI-sponsored PD opportunities for the Council.