

**President's Inclusion Council (PIC) Workgroup Charges  
August 21, 2018**

**Disabilities and Accessibility  
LGBTQIA  
Non-Traditional Stakeholders  
Race/Ethnicity  
Religion/Spirituality  
Women**

1. Purpose

PIC is RMU's primary communication channel between various RMU communities and the University's administration. PIC's six workgroups provide additional channels for gathering input from the communities they represent, and they carry out programming, research and other D&I-related initiatives not being conducted by RMU operating units.

PIC exists to provide a pathway for community comments, suggestions, concerns and ideas to reach the University's administration or RMU operating units, where that input can be evaluated and considered for support, adoption or remediation. Conversely, University developments and initiatives in regard to diversity and inclusion can be communicated to the RMU community at large via meetings with PIC, its leadership and its workgroups.

2. Workgroups

While all members of the RMU community are welcome to attend PIC general meetings and participate in discussions held there, volunteering for one of the six workgroups brings an expectation of active participation and carrying out the responsibilities either assigned to, or voluntarily agreed to, by the participant.

Each workgroup is headed by a Chair or co-Chairs nominated and elected from among its membership. The mission and purpose of each workgroup is as follows:

Disabilities and Accessibility

The Disabilities and Accessibility workgroup seeks to advance RMU's Core Value of "Inclusion" by providing information and referrals on issues of accessibility and inclusion for all individuals at RMU. We promote the empowerment of people with disabilities and their success as members of the RMU community.

LGBTQIA

The LGBTQIA workgroup of the President's Inclusion Council provides for the concerns and interests of the lesbian, gay, bisexual, transgender, queer/questioning, intersex and asexual community. This workgroup, which fosters an atmosphere of awareness and

acceptance of all individuals, provides the Robert Morris University community with the means to accomplish these goals through research, leadership and action. We, as members of the RMU community, work to ensure that all people experience equality, inclusion and acceptance, regardless of their sexual orientation, gender identity, or gender expression.

### Non-Traditional Stakeholders

The Non-Traditional Stakeholder workgroup seeks to improve the engaged learning and life experiences of our non-traditional students (did not immediately continue your education after you graduated from high school, attend college part time, work full time, veteran/veteran family member, commuter, international student or on-line student) through academic, social, and professional development. Our programming strives to build a community of effective leaders and communicators.

### Race and Ethnicity

The Race and Ethnicity (R & E) workgroup supports the President's Inclusion Council's strategic priorities and aspirations for enhancing the academic and inter-cultural social experiences of undergraduate racial and ethnic minority students, faculty, staff, and vendors. The R&E workgroup strives to develop and implement a robust structure to enhance the inter-cultural social and academic experiences for students, faculty, and staff by providing diverse expertise, tools, data, and programming. The R&E workgroup seeks to build and sustain vital inter-cultural and inclusive relationships.

### Religion and Spirituality

The mission of the Religion and Spirituality workgroup is to promote an inclusive campus for all faiths. Religion and spirituality often intersect with other forms of diversity and contribute to students' and employees' well-being and development. The workgroup's current vision is to share information about the spiritual and religious diversity on campus and to promote dialogue about religious and spiritual diversity in a way that supports inclusion and well-being.

### Women

The mission of the Women's workgroup is to meet the academic, social and economic needs of women students, faculty and staff at Robert Morris University by advocating for policies and programs that engage and celebrate RMU women who seek to advance their hopes, dreams and aspirations at the University and in the larger world.