Committee on Equity and Human Resources (EQHR)
2021 - 2022 Plan*

2021 - 2022 Committee Priorities:

1. Provide oversight of University Human Resource policies, practices and talent activities.
2. Provide oversight of the University's policies, initiatives, and strategic goals related to diversity, equity, inclusion and belonging.
3. Review the University's annual comprehensive plan for diversity, equity, and inclusion.
4. Receive annual updates on progress toward faculty, staff, student, and supplier diversity goals.
5. Report to the board on the status of developing a strategy and goals for advancing educational and employment diversity, equity, inclusion, and belonging at Penn State University.
6. Coordinate with the Governance and Long-Range Planning Committee to oversee the diversity of pipeline of candidates for the Board of Trustees, Commonwealth Campus Boards and the Board of Visitors at each College.
7. Coordinate with the Governance and Long-Range Planning Committee to oversee Board related diversity, equity, inclusion and belonging activities, such as board training, engagement, dialogue, and other activities.

Risk Oversight Responsibilities:
- Succession Planning/Human Capital Management

2021 - 2022 EQHR Board Meeting Cycle Agendas/Topics:

- July 8, 2021
  - Educational Equity: Senior Faculty Mentors – Faculty Pathway Initiative, Scholars Programs, Federally Funded Grant Programs
- September 16, 2021
  - Procurement: Supplier Diversity
- November 12, 2021
  - Report to the BOT summarizing the committee’s first year activities
  - COVID, Mandated Vaccines and Managing the Workforce update
- February 17, 2022
  - Enrollment and Retention: US and International Cultures Courses
- May 5, 2022 Meeting
  - Advancing Diversity, Equity, & Inclusion: College & Campus Perspective with Penn State Greater Allegheny and the College of Liberal Arts
  - Possible discussion of Holidays
- July 21, 2022 Meeting (York Campus)
  - Discussion with President Bendapudi (Tentative)
  - 2022 – 2023 Committee Goals & Planning
- September 22, 2022
  - Updates and Recommendations based upon the Community Survey and Ongoing Initiatives
- November 10, 2022

Updated 2/1/2022
- Risk Oversight Topic: Turnover and Retention, Talent Reviews and Succession Planning

**Conference Session Topics**

- **June 15, 2021**
  - Risk Oversight Topic: Talent and Performance Management, Succession Planning & Leadership Development
- **December 17, 2021**
  - Review Operating Guidelines, Committee Focus and 2022 Calendar
- **March 17, 2022**
  - Review of Data and Dashboards
  - Board Diversity & Board related DEIB Activities (Coordinate w/ GLRP)
- **April 21, 2022**
  - Presidential Commission Update by President Barron
- **June 16, 2022**
  - HR Diversity, Equity, Inclusion and Belonging Strategic Plan Update
- **August 18, 2022**
  - Advancing Diversity, Equity, & Inclusion: College & Campus Perspective with Penn State Brandywine and Penn State Dickinson Law
- **October 20, 2022**
  - HR Talent Activities: Compensation Modernization Initiative

*Given the scope and scale of informational topics for EQHR as a new standing committee, the planning cycle and calendar reflects additional meetings beyond the normal annual Board planning and meeting cycle.*