



جامعة فلسطين التقنية - خضوري
Palestine Technical University - Kadoorie

Equality, Diversity, and Inclusion Committee/Office (EDI)

Objective

The primary objective of the EDI Committee/Office is to promote an inclusive culture that values diversity and equality across all university operations. This body will oversee the development and implementation of policies, programs, and initiatives aimed at enhancing diversity, equity, and inclusion within the university community.

Structure

- **EDI Office:** A dedicated office led by the Chief Diversity Officer (CDO) who reports directly to the university president or provost.
- **EDI Committee:** A committee comprising diverse members from various parts of the university, including faculty, staff, students, and administration. The committee will be chaired by the CDO and will include representatives from different departments and student groups.

Roles and Responsibilities

- **Chief Diversity Officer:** Leads the EDI Office, chairs the EDI Committee, develops strategic goals, and ensures compliance with applicable laws and policies.
- **EDI Committee Members:** Provide insights, help formulate strategies, and assist in implementing and monitoring EDI initiatives across the university.
- **EDI Office Staff:** Support the CDO in daily operations, program development, communication, and data management related to EDI efforts.



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Functions

- **Policy Development:** Draft and revise university policies to foster equality and prevent discrimination based on race, gender, religion, disability.
- **Training and Education:** Develop and facilitate EDI training sessions for faculty, staff, and students to promote awareness and understanding of diversity issues.
- **Outreach and Engagement:** Engage with internal and external communities to promote EDI initiatives, partnerships, and collaborations.
- **Monitoring and Compliance:** Ensure university compliance with national equality and diversity standards. Monitor campus climate and provide regular reports on progress and challenges.
- **Support and Resources:** Provide support and resources to address discrimination, harassment, and other EDI issues faced by the university community.

Key Initiatives

- **Annual Diversity Report:** Publish an annual report detailing the university's progress in achieving EDI goals.
- **Mentorship Programs:** Establish mentorship programs to support underrepresented students and staff.
- **Accessibility Improvements:** Ensure that all university facilities and services are accessible to individuals with disabilities.
- **Community Forums:** Hosted regular forums to discuss current EDI issues and gather feedback from the community.

Reporting and Evaluation

- **Regular Assessment:** Conduct regular assessments of EDI initiatives to determine their effectiveness and identify areas for improvement.
- **Feedback Mechanism:** Establish a clear and accessible mechanism for students, staff, and faculty to provide feedback on EDI matters.



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- **Annual Review:** The EDI Committee will meet annually to review the effectiveness of the EDI strategies and make recommendations for the following year.