



## **Diversity, Equity, and Inclusion Committee Charter**

*Approved April 20, 2022*

### **Purpose:**

The Diversity, Equity and Inclusion Committee is charged with providing leadership and consultative support to advance continued progress of broad system-wide equity and inclusion goals.

The committee will set priorities, provide guidance, and monitor the implementation of Minnesota State's Equity 2030 Goal.

The committee will (a) prioritize diversity, equity and inclusion in academic planning and student outcomes, (b) prioritize compositional diversity in leadership, student body, and employee representation, (c) monitor and assess an equity focused hiring/talent management strategy, (d) prioritize programs that support supplier diversity, (e) review programs, activities, policies, and practices to emphasize the equity components of compliance, and other priorities as deemed appropriate by the committee

### **Committee Structure:**

The committee will consist of no fewer than five and no more than seven members appointed by the chair of the board annually. The chair and vice chair of the Diversity, Equity and Inclusion Committee shall be appointed by the chair of the board.

### **Definitions:**

- **BIPOC**- A person or group who identifies as Black, Indigenous, or Person of Color
- **Disability**- person who has a physical or mental impairment that substantially limits one or more major life activity. This includes people who have a record of such an impairment, even if they do not currently have a disability. It also includes individuals who do not have a disability but are regarded as having a disability.
- **Diversity** - The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.
- **Equity** - The proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.

- **Gender** - Refers to the socially constructed roles, behaviors, activities and attributes that a given society considers appropriate for boys and men or girls and women. While aspects of biological sex are similar across different cultures, aspects of gender may differ.
- **Inclusion** - Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.

**Authority:**

The principal elements of the Charter of the Diversity, Equity, and Inclusion Committee shall be:

1. Provides advice and counsel to the chancellor. (This duty is shared with all other board members).
2. Preparation/adoption of an annual committee workplan.
3. Recommend proposed board policies within the purview of the committee.
4. The committee's oversight considers critical/strategic Equity and Inclusion components focused on but not limited to:
  - Access for Students from Marginalized Populations
  - Campus Climate
  - Developing a Strategic Equity Lens Review for Policy and Practice
  - Recruit/Retain/Retention of a diverse workforce to include underrepresented populations including but not limited to, BIPOC, Gender identity and expression, Persons with Disabilities, and Veterans
  - Equity in Academic Outcomes
  - Civil Rights and Title IX Compliance
  - Supplier Diversity

This charter is subject to an annual review.