

Diversity, Equity, and Inclusion Standing Committee Charter

Goal and Objective

Launch and drive initiatives that enable the university to achieve institutional strategic goals as detailed in the Strategic Vision for Diversity, Equity, and Inclusion, 2021-2026 (DEI Plan).

Role and Function

- Implements current DEI Plan
- Sets priority of initiatives and planned outcomes of DEI Plan
- Develops, controls, and monitors budget in consultation with President's Cabinet for initiatives related to the execution of DEI Plan
- Develops ad hoc project teams to ensure proper progression of DEI Plan initiatives
- Advises President's Cabinet of major impediments delaying the achievement of established goals, making recommendations for adjustment to goals based on campus climate and current events
- Represents campus stakeholders in the shared governance system
- Ensures a consistent, transparent, and circular flow of information regarding the progress of the Plan's goals throughout the University
- Initiate the process for authoring the next iteration of the DEI Plan

Outcomes and Products

- Satisfactory progress toward reaching goals set forth in the Plan throughout the duration of the Plan timeframe, including verified achievement of goals by the end of 2026
- Regular status reports to current DEI Plan projects delivered quarterly to UAC, the President, and made available to the campus community
- Publication of DEI Annual Report highlighting the following areas:
 - o Demographic information (veteran status, age, gender and sexual identity, disability, ethnicity, etc.) for members of the Board of Regents, administrators, faculty, staff, and students
 - o Report on progress toward goals and priorities set forth in the Plan, indicating any revisions or additions made relative to goals
 - o List of current committee membership and positions due for re-appointment
 - o List of project working groups and contact information for project leads
 - o Report on the priorities established and milestone goals for upcoming year

Membership

Roster guidelines

- Continual Members:
 - o Marcus Penn, Assistant Professor, School of Nursing & Faculty Diversity Restorative Coach, Center for Innovation & Excellence in Learning
 - o Ché Abram, Associate Director for Diversity, Office of People and Culture
 - o Eva Gonzalez Hilliard, Executive Director, Office of People and Culture
- Appointed Members:
 - o Two students, nominated by the Student Body Association

- Two faculty, nominated by Faculty Organization
- Two staff, nominated by Staff Council
- One community member nominated by the Center for Community Engagement and Ethnic Health Institute
- One member of any status nominated by the Provost and Vice President of Academic Affairs
- Within this membership, representation must include:
 - At least one person representing the interests of the Fresno campus
 - At least one person representing the interests of the Sacramento campus
 - At least one person representing the interests of the San Francisco Peninsula campus

Length of term

- The terms of appointed faculty and staff members shall be two years, renewable once, for a maximum appointment of four years
- The terms of appointed students shall be for one year, renewable once, for a maximum appointment of two years