

Minnesota State Equity & Inclusion Council

Council Charge

Title: Equity & Inclusion Council

Type: The Minnesota State Equity & Inclusion Council is a system-wide committee with the charge to help advance equity outcomes and to serve as advisory support to the Chief Diversity Officer.

Purpose: The Minnesota State Equity & Inclusion Council is the principal group responsible for advising the Chief Diversity Officer on strategies, initiatives, programs, and policies that are planned, piloted, adopted, and/or implemented for system-wide benefit and related to matters of equity, inclusion, and diversity.

Scope: The Equity & Inclusion Council receives reports and information regarding issues of system-wide interest from organized subcommittees and other equity and inclusion user groups and committees and provides recommendations to the Chief Diversity Officer and staff. In response to emerging issues, the Council may appoint limited-term subcommittees to further review special issues and provide reports and recommendations for action/consideration. Standing subcommittees will be designated at the first convening meeting of the Council. Areas of focus include policy review, academic equity and student success, campus climate, cultural competency education/training, employee hiring and retention, and supplier diversity,

Responsibilities:

1. Act as a forum to facilitate communication among system stakeholders, including students, faculty, staff, administrators and system office staff.
2. Examine all relevant data, review best practices, review existing system-wide initiatives, discuss challenges, and identify strategies that could be supported
3. Act in an advisory role to system leadership on system-wide equity, inclusion, and diversity issues.
4. Make recommendations to the Chief Diversity Officer that result from a process of discovery, planning, adoption, and analysis.

Member appointments:

The Council is comprised of members representing the following groups. The appointing authorities listed will appoint members to the Council for one- up to two- or three-year terms.

College Students: Appointed by LeadMN, two (2) members.

University Students: Appointed by Students United, two (2) members.

College Faculty: Appointed by Minnesota State College Faculty (MSCF), two (2) members.

University Faculty: Appointed by the Inter Faculty Organization (IFO), two (2) members.

Professionals: Appointed by the Minnesota Association of Professional Employees (MAPE), one (1) member, AFSCME- American Federation of State, County and Municipal Employees (AFSCME), one (1) member, Middle Management Association (MMA), one (1).

University Administrative and Service Faculty: Appointed by the Minnesota State University Association of Administrative and Service Faculty (MSUAASF), two (2) members.

College and University Administrators: Appointed by the Chancellor, up to 5 members to include:

- a. Two (2) administrators from colleges and universities including at least one campus diversity officer.
- b. One college president from the Minnesota State system
- c. One university president from the Minnesota State system
- d. The system Chief Diversity Officer

Council Member Expectations:

1. Attend and participate in meetings as scheduled.
2. Represent the positions of their constituents.
3. Work with other Council members to build consensus in Council decisions and recommendations.
4. Recommend clear, concise policy and procedure language that meets student, college, university, and system needs
5. Represent the policy positions of their constituents
6. Communicate policy discussions and recommendations back to their constituents

Council Leadership: The council shall be co-chaired by a council leader to be appointed by the Chancellor before the first convening meeting of the year. The chair and the Chief Diversity Officers will take the lead in identifying issues to be discussed by the Council and to help develop the full Council agenda.

Work-Groups: In order for the committees to function in the most effective manner, ongoing or short-term work groups can be formed to address specific areas addressed in the committee charge. These work-groups may include subject-matter experts who are not currently serving on the Council. Work-groups can forward recommendations to the Council for review and recommendations to the Chief Diversity Officer.

Meeting Times and Dates: The Council will meet on a quarterly basis using formats agreed upon by the consensus of the Council. The system office will pay travel expenses for faculty and student members as needed. Institutions are expected to pay expenses for administrators.

Council Information: The charge document, membership list, meeting schedule, agendas, meeting summaries, and other information will be available and posted publicly.

System Office Staff Support:

TBD

Responsible Chief Diversity Officer, System Office:

Dr. Clyde Wilson Pickett, 651-201-1472, clyde.pickett@minnstate.edu