

ALVSCE Diversity and Inclusion Council
Charter
Revised September 2, 2020

Mission

The ALVSCE Diversity and Inclusion (D&I) Council has the mission to facilitate a more diverse and inclusive place to work, learn, teach and grow.

Goals

- Continue to improve the climate and culture in ALVSCE
- Highlighting the value of diversity and inclusion
- Promoting change through education
- Acknowledge accomplishments in diversity and inclusion
- Implement ideas into action

Scope

D&I issues aligned with University and Division policies and guidelines

- Creating and carrying out our Inclusive Excellence Action Plan
- Developing and revising policies that will increase the diversity and inclusiveness of our staff, faculty, and student body
- Identify, address, and raise awareness of emerging issues dealing with equity and other matters equally important to our faculty, staff and students
- Hosting speakers to talk about various topics in the realm of diversity and inclusion
- Coordinating trainings to enhance knowledge and understanding, and advocating for underrepresented groups
- Providing a central conduit for units, faculty, staff, students, and leaders regarding D&I

Members

D&I Council members are elected representatives from units in ALVSCE: each academic unit in CALS, Cooperative Extension, division support units (Division Business Services, Career and Academic Services, Communications and Cyber Technologies, Development and Alumni, Research Administration, International Programs, and the Vice President's Office), and the Experiment Station. The seven support units will have four representatives between them, Schools and Cooperative Extension will have up to two representatives, and Departments and the Experiment Stations will have one representative. The Council may include up to four (two undergraduate and two graduate) student representatives who are not bound by the member responsibilities.

Three Members at Large with full membership rights and responsibilities can be elected to the D&I Council by the ALVSCE community. Members at Large can self-nominate or be nominated for election.

Membership Duration

Each member will remain on the Council for up to 3 years after which their unit will elect the same or another representative to the Council. Ideally, no more than one third of the Council rotates each year.

Member Responsibilities

- Participate in Council meetings and subcommittees based on contract responsibilities; < 50% attendance or no participation in subcommittee meetings will result in termination of D&I Council membership. The ALVSCE D&I Council meets in general two hours each month during the semester. Subcommittee meetings, special projects, or topics requiring immediate attention are scheduled in

addition to the general monthly meetings. The Council may schedule meetings in summer; however, participation from members without summer contract responsibilities are voluntary.

- Identify unit D&I needs and bring to the Council.
- Report upcoming events, news, and advice or recommendations back to the unit.
- Subcommittees will maintain minutes of each meeting including members present and absent and post in the box folder.