**WTCS Diversity, Equity, and Inclusion**

**Team Charter**

**Mission:**

To collaboratively promote a culture throughout the System that understands equity in practice and embraces an environment of diversity and inclusion. Specifically, we aim to do this by

* Supporting and sustaining an education and work environment that reflects and values the diversity of our communities
* Addressing the specific needs of students and employees that identify as members of historically underrepresented and/or underserved populations including but not limited to those protected classes covered by federal, state, and local law.
* Staying current on best practices related to diversity education and regulations that govern an inclusive environment.
* Sharing and implementing equity-minded strategies by way of data driven and root cause analysis to improve student and employee experiences and success outcomes.

**Definitions:**

Diversity:

Diversity encompasses an array of experiences including, but not limited to, age, race, ethnicity, gender, religion, disabilities, socio-economic status, sexual orientation, gender identity, and national origin.  An appreciative awareness of diversity provides the foundation for the understanding that individuals are shaped by this array of experiences.

Equity:

Equity refers to the intentional practice of identifying the unique needs within our diverse student and employee populations, and in turn providing the support necessary for each individual to succeed in their academic and career goals.

Institutional equity entails analyzing policies and practices to determine disproportionate impact to specific populations and adjusting

Inclusion:

Inclusion is the degree to which all individuals in a community are welcomed, valued, respected, heard, and able to participate. Creating inclusive college communities requires intentional action to address historical under-representation and exclusion with respect to academic and career success, hiring, promotion and leadership, campus climate, curriculum, and access to resources.

\*These definitions were created by and for the WTCS Diversity, Equity, and Inclusion group. We recognize that while these definitions may be useful reference points for the 16 WTCS colleges, no institution is obligated to adopt them. Each college may adapt these definitions or create those that reflect their individual communities and initiatives around diversity, equity, and inclusion.

**Actions/Goals:**

* **Professional development** – Provide legal updates and training on legislation/laws, complaint strategies, student and employee issues, and equity, diversity, and inclusion. One professional development component for each State Called Meeting.
* **System Update standing on group agendas**
* **Share best practices** – Collaborate, network, and provide guidance and support between districts.  Areas of particular interest include: recruitment and retention, legal issues, initiatives related to diversity, affirmative action compliance, and equity, diversity, inclusion and equal opportunity.
* **Garner WTCS support** – Collectively leverage the expertise of group members to raise issues of importance to WTC System and college leaders regarding support needed to achieve diversity goals at the district level and improve recruitment and retention efforts.  Receive technical assistance for Five-year EEO/AA Plan, Annual updates, and Civil Rights Audits.
* **Facilitate shared event and activity planning** – Collaborate with a focus on opportunities to:  co-host shared or system-wide events i.e. Absence of Color Conference and Minority Participation Conference, participate in other diversity and EEO conferences and forums as appropriate, and reap the benefits of block booking and shared promotional and other opportunities.

**Committee Structure:**

Two co-chairs will serve one-year terms- July 1 – June 30.

**Meeting Type and Frequency:**

Two in-person meetings and four calls/webinars each fiscal year.

This charter was updated in **June of 2019**. It will be reviewed and updated every 2 years. Updates should be made by the first in person meeting in the fall.

**Predicted Results:**

-Increased collaboration between diversity student and employment services with institutions and across the system

-Increased resources, tools and training to help college staff achieve goals at their institution around diversity, equity, and inclusion

-System-wide effort to identity and address equity gaps in student access and success outcomes.