UTAH SYSTEM OF HIGHER EDUCATION

October 30, 2020

Utah Equity Lens Framework Presentation

Assistant Vice President for Diversity and Chief Diversity Officer at Weber State University, Adrienne Andrews, and Tasha Toy, AVP for Diversity and CDO at Dixie State University, will provide a broad overview of the Utah Equity Lens Framework at the October Utah Board of Higher Education meeting.

The Board will adopt the Utah Equity Lens Framework at their December 2020 Board meeting as a critical component to guide its strategic plan. The framework is modeled after the Oregon Higher Education Coordinating Commission's Equity Lens and was further developed by USHE Chief Diversity Officers as a guiding tool for the Board and System.

The presentation will include:

- Equity framework overview
- Desired outcomes of implementing the equity framework
- Invitation to participate, share, and provide feedback

Additionally, to increase understanding of equity, diversity, and inclusion topics, and to ensure that Board and System work is equity focused, each Board meeting moving forward will include presentations, panels, and discussions from underrepresented student, staff, and faculty experts.

Commissioner's Recommendation

This is an information item only; no action is required.

October 30, 2020

Equity, Diversity, and Inclusion Workgroup Charter Draft

Statement of Purpose

The Equity, Diversity & Inclusion Workgroup is a standing workgroup to the Utah Board of Higher Education. Its purpose is to foster collaboration and coordination among the Board and System leadership and to cultivate and integrate equity, diversity, and inclusion awareness, cooperation transparency, and progress throughout the Utah System of Higher Education. The workgroup will coordinate and report on each of the Board's standing committee's progress toward statewide goals and align ongoing efforts to advance equitable systemic change.

The workgroup embraces a culture of anti-racism, inclusiveness, and is committed to equitable access and opportunity for all students, faculty, and staff. Equity, diversity, and inclusion enrich our higher education community.

Membership/ Administrative Support

Members of the workgroup will be drawn from Utah Board of Higher Education members, USHE Chief Diversity Officers, and USHE students, faculty, and staff. The terms of service shall be reviewed annually. The chairs of the workgroup will be comprised of two standing Board chairs and USHE's Equity & Advocacy Officer.

Authority

The EDI Workgroup has no expressed or implied power or authority.

Responsibilities

The EDI Workgroup will focus on the following areas and outcomes:

- Inventory, transparency, accountability, and communication across standing Board committees and System equity, diversity and inclusion efforts
- Board and System leadership awareness and understanding of equity, diversity, and inclusion topics through Board and System connection to key community stakeholders
  - Partnerships must include the collaborative intent to build pipelines and successful programs by wisely stewarding, collaborating, sharing, and leveraging state resources

- Collaborative coordination with USHE's Chief Diversity Officers to shift and influence culture and build a sense of belonging across schools and access points
  - Including work on their collective equity, diversity, and inclusion priorities
- Collection of pertinent data essential to meeting the purpose of the workgroup, including System student program enrollment and completion data disaggregated by race, ethnicity, gender, and socio-economic status, System staff and faculty representation, and institutional cultural assessment data and perceptions
- Regular review of and recommendations for relevant training for Board and System leadership on anti-racist, equity, diversity, and inclusion practices
- Recommendations for appropriate outcomes and alignment with the Board strategic plan
- Suggestions for pertinent System policies and procedures (e.g. hiring recruitment practices, campus safety, etc.)
- Recommendations for community outreach strategies that focus on building positive, dual-capacity relationships between the community and underrepresented student populations
- Service to Board and System staff as a consultative resource
- Communication of successes and progress

Meetings

The workgroup is intended to be permanent or will exist until such time that this charter is revised or revoked. Meetings will be held quarterly.

Reporting

The EDI Workgroup will regularly report to the Utah Board of Higher Education.

Commissioner's Recommendations

This is an information item only; no action is required.