



UTAH SYSTEM OF
HIGHER EDUCATION

MEMORANDUM

TAB D

January 14, 2022

Equity, Diversity, and Inclusion Policy Review

In Spring 2021, the Utah System of Higher Education (USHE) began working with the [National Association of System Heads](#) (NASH) through NASH's Equity Action Collaborative, which is dedicated to addressing systemic inequity and promoting inclusive excellence in higher education.

As part of the first cohort of the collaborative, USHE agreed to conduct an equity, diversity, and inclusion (EDI) review of USHE's policies and USHE created a subcommittee to undertake this review. Laís Martinez (Assistant Commissioner for EDI) and Alison Adams-Perlac (Associate General Counsel) are co-chairing the subcommittee working on this review which includes experts across the system and from the Board including Board Member Shawn Newell, Melanie Heath (Associate Commissioner for Strategic Initiatives and Access), Emma Houston (Special Assistant to the Vice President of EDI at University of Utah), Jenalee Moynier (Diversity Officer at Uintah Basin Technical College), Dr. Clifton Sanders (Provost for Academic Affairs and Chief Academic Officer at Salt Lake Community College), and Dr. Tasha Toy (Chief Diversity Officer and Assistant Vice President for Campus Diversity at Dixie State University).

The subcommittee is currently meeting twice per month and is working to develop guidelines for the policy review based on the [USHE Equity Lens Framework](#), after which USHE will conduct a full policy review based on those guidelines.

We expect to complete the policy review by summer 2022, and recommendations for policy edits will go to the Board's subcommittees through the regular policy review process before coming to the Board.

Questions can be referred to Alison Adams-Perlac (alison.adams@ushe.edu) or Laís Martinez at lmartinez@ushe.edu.

Commissioner's Recommendation

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