



UTAH SYSTEM OF  
HIGHER EDUCATION

# MEMORANDUM

October 30, 2020

## UBHE Equity, Diversity, and Inclusion Workgroup Charter

### **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 equal 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
- Coordination with USHE's Chief Diversity Officers and collective equity, diversity, and inclusion priorities

- Collection of pertinent information 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.