

### **Mission of the University of Rhode Island Equity Council**

The mission of the Equity Council is to advocate, promote, and sustain diversity, inclusion and equity throughout the entire University community.

#### **University Manual (not yet published)**

**5.36.10 The Equity Council** is a University-wide advisory and advocacy group for issues of diversity and equity for the entire University community. Its purpose is to provide a forum for University individuals, groups, committees, commissions, and offices that are active in University diversity and equity issues and to make recommendations to the President and the Chief Diversity Officer.

**5.36.11** The President shall appoint in consultation with the Chief Diversity Officer the members from a list of nominees recommended by the Council including, but not limited to representing Diversity Commissions, College and Divisional Committees, Student Affairs, Housing and Residential Life, Talent Development, Human Resource Administration, the Chaplain's Association, Diversity Centers, the Work-Life Committee, Communications, the Student Senate and the Graduate Student Association.

**5.36.12** Members serve for three-year terms and shall be appointed on a staggered basis.

**5.36.13** The co-chairs shall be recommended by the membership and appointed by the President in consultation with the Chief Diversity Officer. The term of the co-chairs shall be for two years.

**5.36.14** The Council shall meet at least once each month during the academic year. The Co-Chairs shall be responsible for preparing the agenda and calling the meetings, with notification to members of at least one week in advance.

**5.36.15** Meetings of the Council are open to all community members who have an interest in matters of equity and diversity.

**5.36.16** The Council shall meet with the Chief Diversity Officer regularly to discuss progress on recommendations and emerging issues.

## 2014-2015

### The Equity Council...

- Networks, builds coalitions among diverse groups/individuals, and ensures a safe space to raise difficult questions and issues regarding equity, inclusion and diversity;
- Advocates for action by responsible parties when issues or policies related to inclusiveness, equity, inclusion and diversity are not being advanced in our communities;
- Fosters and advances two-way and open communication with the President and his leadership team on issues related to equity, inclusion and diversity;
- Seeks diverse perspectives (students, staff and faculty) and campus-wide engagement on issues related to diversity, inclusion and equity, and actively builds membership to ensure representation of diverse members of our community;
- Raises awareness and advances professional development, curriculum change, interactions, practices and policies to promote multicultural and individual difference competencies within our entire community.
- Discusses matters of equity, inclusion and diversity openly and constructively in an effort to collaboratively resolve issues and suggest solutions to problems;
- *Encourages and embraces transformative learning through collaborative academic and student affairs engagement to advance student success.*

### Priorities