

Team Charter
Barton Community College
Inclusion and Diversity Team

Name of Team

Diversity, Equity, and Inclusion Team

Purpose

The Diversity, Equity, and Inclusion Team supports the College's mission and its Inclusion and Diversity statement.

"Barton embraces diversity/inclusion in our student body, workforce, curriculum and community. We recognize that diversity and inclusion support learning, promote excellence, and prepare a global citizenry. Barton is committed to achieving a community free from all forms of discrimination and harassment in its policies, practices and endeavors. Further, Barton is committed to fostering a diverse community and to promoting greater awareness of and sensitivity to issues of diversity. Toward that end Barton asserts the dignity and worth of every human being and the value of diversity as a source of its strength, including diversity of race, gender, ethnicity, national origin, culture, sexual orientation, age, religion, disability and perspective among students, faculty, staff and administrators."

The team shall:

- Develop plans and programs designed to foster a college climate built upon inclusiveness, mutual respect, appreciation, and understanding.
- Support efforts for the review, recommendation, and application of policies and processes that promote and support diversity and inclusion, advance learning, promote excellence and prepare students for global citizenry.
- Facilitate the integration of inclusion and diversity into teaching, service, and scholarship.
- Provide a forum for consultation on inclusion and diversity issues that may arise.

Duration and Time Commitment

The team has been commissioned as a permanent institutional team. The time commitment for team members will vary with a minimum of two meetings during each semester [Fall and Spring]. In addition, it is expected the team will convene when circumstances warrant discussion and coordination of support efforts.

Boundaries & Limitations

The Diversity, Equity, and Inclusion Team will support efforts to build the institution's capacity to develop, initiate, and support inclusion and diversity initiatives in alignment with the Barton strategic plan. In response, the Team shall set annual goals to promote knowledge, skill, and institutional practices toward diversity, equity, and inclusion.

When necessary, the team may form additional sub-teams for the purpose of addressing specific issues relevant to inclusion and diversity. The Team will work closely with the Vice President of Instruction and Vice-President of Student Services, as well as faculty, staff, and student representatives to ensure the accomplishment of all objectives.

Expected Results

The Diversity, Equity, Inclusion Team shall:

- Coordinate education and training programs to promote the awareness of Inclusion and Diversity including:
 - Collaborate with the Coordinator of Professional Development to offer professional development activities.
 - Encourage the institution to provide course offerings that highlight diversity and to select teaching materials [textbooks, etc.] that use inclusive language and illustrations depicting diversity.
 - Encourage the institution to evidence the commitment to diversity in hiring, programming, publications and communications.
 - Highlight innovative inclusion/diversity practices in academic, athletic, or service pursuits.
- Coordinate / design college-wide activities to generate inclusion and diversity.
 - Host multicultural social events such as Mardi Gras or Cinco de Mayo.
 - Support student organizations such as Gay Straight Alliance, HALO, and Multicultural Society.
 - Recognize cultural heritage months/days [ex. Black History Month].

Reporting

The Diversity, Equity, and Inclusion Team agenda, work activities, and meeting minutes will be posted to the College's website. An annual report that outlines accomplishments, progress of primary tasks, future plans, and future resource needs will be reported annually to the Vice-President of Instruction and the Vice-President of Student Services via the team facilitator.

Assets Available

Budget Authority	-	None – funding proposals submitted to Vice-President of Instruction and Vice-President of Student Services.
Administrative Support	-	Sponsor: Vice President of Instruction and Vice President of Student Services
Other Resources	-	College Mission Statement , Team Charter, sub-teams
Team Membership	-	Standing members of the Team shall include representatives from diverse areas across the institution including: instruction, student services / student support services, and athletics.

Evaluation -

The Team shall annually evaluate their activities and accomplishments in a report to the sponsors. The team charter will be reviewed annually and revised as needed.

The Team should ensure that each core responsibility, all expected results, and overall efforts are built with the ability to assess and evaluate the effectiveness of its work. The team will evaluate gaps and weaknesses by comparing accomplishments to the annual plan.

Revised 06/06/2020