

<b>Title:</b> Equity and Inclusion Strategic Committee		
<b>Strategic Goal:</b> Diversity, Equity & Inclusion <b>Strategy:</b> Culture of Equity and Inclusion; Equity in Student Outcomes; and Diversity Engagement		
<b>Administrative Contact Person:</b> VPSA – Teresa Brown	<b>Chair(s):</b> Teresa Brown (Co-Chair) Emily Yang (Co-Chair)	
<b>Recorder:</b>		
<b>Committee Description:</b>  Responsible for coordinating diversity-oriented programs and initiatives including the development and implementation of the Equity, Inclusion and Diversity Strategic Plan, aligning those strategies with the College’s Strategic Plan and Minnesota State’s Equity 2030.  Recommends policies and guidelines related to: increasing academic success for underrepresented students and eliminating success gaps, creating and maintaining a welcoming climate, building a diverse workforce, and incorporating equity by design principles in curricular and co-curricular activities.	<b>Desired Size of Team:</b>	<b>Meeting Days/Times:</b> TBD by Member Availability
	<b>Membership:</b> <ol style="list-style-type: none"> <li>1. Admin: Teresa Brown (Co-chair)</li> <li>2. Multicultural Advisor: Emily Yang (Co-chair)</li> <li>3. Human Resources: Jennifer Haug</li> <li>4. Faculty: Beth Heim de Bera</li> <li>5. Faculty: Suzanne Szucs</li> <li>6. Faculty: Jessie Martinez</li> <li>7. Faculty: Michelle Cochran</li> <li>8. Student Rights: Becca Peine</li> <li>9. Student Life: Kodi Hoscheit</li> <li>10. TRIO: Jason Bonde</li> <li>11. Admissions: Zukiswa Mpande</li> <li>12. Business Office: Deb Cannon</li> <li>13. Marketing: Allison Passon</li> <li>14. Student: Jenny Rosas Iglesias</li> <li>15. CHRO (Vacant)</li> </ol>	
<b>Goals for 2021-22:</b> <ul style="list-style-type: none"> <li>• <b>Goal 1 – Reduce the Equity Gap</b> – implement strategies/actions to increase the success and retention of students of color in 2021-2022 academic year.</li> <li>• <b>Goal 2 – Create a Welcoming and Inclusive Environment</b> – Provide extensive professional development opportunities around Diversity, Equity and Inclusion, hire and retain a diverse faculty and staff team, continue dialogue around race and racism, embed diversity training in the curriculum and co-curriculum.</li> </ul>		
<b>Desired Outcomes:</b> <ul style="list-style-type: none"> <li>• Academic disparities will be decreased.</li> <li>• Students, faculty, and staff will grow in their sense of self and recognition of, and respect for, different perspectives.</li> </ul>		
<b>How will outcomes be measured (Data, Benefit Gained, Effectiveness and Next Steps):</b> <ul style="list-style-type: none"> <li>• Student success measures broken down by race and ethnicity.</li> <li>• Student, faculty and staff self-assessments.</li> </ul>		
<b>COMPLETE AT CONCLUSION OF SPRING SEMESTER:</b>		
<b>Actual Outcome(s):</b> <ul style="list-style-type: none"> <li>•</li> <li>•</li> </ul>		