The Diversity Council is a committee of the University, established by the President. The charge of the Diversity Council is as follows:

**PURPOSE & OBJECTIVES**

Section 1. PURPOSE
The purpose of the California State University, Sacramento Diversity Council is to model inclusive behaviors and to provide advice, recommendations, and participatory support on matters related to equity, diversity, and inclusion to the Vice President of Inclusive Excellence (“IE”).

Section 2. OBJECTIVES
To accomplish this purpose, the objectives of the Council are to:

- Discuss and consider opportunities to increase equity and diversity.
- Identify obstacles to achieving the goal of being an inclusive campus.
- Provide recommendations that will aid Sacramento State in becoming a more inclusive campus.
- Participate in implementation of proactive strategies and approaches.
- Identify metrics for evaluation and accountability of Sacramento State’s progress towards its equity, diversity, and inclusion goals.

**COUNCIL STRUCTURE**

Section 1. COUNCIL AUTHORITY. The Diversity Council serves as a thought partner to the Vice President of IE and provides advice, recommendation, and participatory support on matters related to equity, diversity, and inclusion throughout Sacramento State.

Section 2. COUNCIL COMPOSITION.

2.1 Chair. Vice President of IE shall chair the Diversity Council.

2.2 Members. The Council will be comprised of up to 25 members at Sacramento State appointed by the Vice President of IE, in consultation with the President of Sacramento State. The Council should reflect the broad-based perspective, skills, and experience found at Sacramento State and council membership shall be open to students, faculty, staff, and community members. The Vice President of IE will request nominations from Faculty Senate, University Staff Assembly, Associated Students Inc., and each division/department referenced below. Membership to the Council should be as follows:

2.2.1. Two (2) members from Faculty Senate.
2.2.2. Two (2) members from University Staff Assembly.
2.2.3. Two (2) members from Associated Students Inc.
2.2.4. Four (4) individuals from Academic Affairs serving in positions with responsibilities that include educational equity or diversity programs or projects, such as University Committee for Persons with Disabilities, Full Circle Project, etc.
2.2.5. Four (4) individuals from Student Affairs serving in positions with responsibilities that include educational equity and diversity related programs or centers, such as Strategic Diversity Initiatives, Centers for Diversity and Inclusion, Veterans Success Center, Women’s Resource Center, Multi-Cultural Center, PRIDE Center, etc.

2.2.6. One (1) member from each of the following divisions/department:
   (a) Administration & Business Affairs
   (b) Human Resources
   (c) Information Resources & Technology
   (e) University Advancement

2.2.7. The remaining members to be selected by the Vice President of IE, in consultation with the President.

Section 3. TERM. Council members shall serve staggered two-year terms with the exception of ASI appointments which will be made annually. For the inaugural year beginning Fall 2018, half of the Council will receive one-year appointments and the other half will receive a two-year appointment. Council members are not subject to term limits and may be reappointed to successive terms at the discretion of the Vice President, in consultation with the President.

Section 4. VACANCIES. In the event a member must resign for any reason, the Vice President shall be notified immediately. The Vice President, in consultation with the President, will determine whether and when to fill the vacancy.

Section 5. DUTIES AND RESPONSIBILITIES. In addition to working to advance the purpose and objectives of the Diversity Council, all members shall:

(a) Attend a minimum of five meetings each academic calendar year. Members shall notify the Vice President or their designee of any absence.

(b) Accept appointment to at least one of the committees of the Diversity Council, performing such duties as necessary for the committee to complete its charge.

(c) Provide advice and recommendations to the Vice President of IE through active engagement in Diversity Council discussions related to its purpose and objectives.

COUNCIL COMMITTEES

Section 1. COMMITTEE AUTHORITY. Committees operate under the authority of the Diversity Council and are advisory. Committees are advisory to the full Diversity Council, but may also work directly with the Vice President of IE.

Section 2. COMMITTEE COMPOSITION. Committees of the Diversity Council shall consist of standing committees and ad hoc committees, established as necessary to carry out the purpose and the objectives of the Diversity Council.

2.1 Standing committees. The standing committees of the Diversity Council are Data review/University Climate; Planning/Infrastructure; Policy review/Recommendations; Recruitment and Retention: Faculty, Staff and Students; and Training/Events/Forums.

2.2.1 Data Review/University Climate. The Data Review/University Climate Committee assists in strategic planning related to the use and implementation of
campus climate surveys; reviews current data and makes recommendations regarding data needs; and recommends measures of success related campus climate related matters.

2.2.1 Planning and Infrastructure. The Planning and Infrastructure Committee provides recommendations and input on matters related to the organization and operation of the Diversity Council; recommendations for website content, marketing, etc.; and strategic outreach to the campus and external community.

2.2.3 Policy Review and Recommendations. The Policy Review and Recommendations Committee reviews, recommends, and proposes policies related to equity, diversity, and inclusion.

2.2.4 Recruitment and Retention: Faculty, Staff and Students. The Recruitment and Retention Committee reviews data related to the recruitment and retention of faculty, staff and students; makes recommendations related to policies and practices impacting recruitment and retention efforts; and develops strategies and tools for increasing diversity and promoting inclusion in campus-wide recruitment and retention efforts.

2.2.5 Trainings, Events, and Forums. The Training, Events, and Forums Committee assesses campus-wide need and audience for various trainings related to diversity and inclusion efforts; provides advice and recommendations related to diversity and inclusion related trainings, events, and forums; collaborates with IE and other campus entities to recommend and plan diversity and inclusion related trainings, events, and forums; and recommends annual plans of action for implementing training, events, and forums in furtherance of the goals of equity, diversity, and inclusion.

2.2 Ad hoc committees. The Vice President of IE, with Council approval, may establish ad hoc committees as necessary. The charge and responsibilities of ad hoc committees shall be delineated at the time the committee is established. It is expected that ad hoc charges shall be resolved within one year; an extension may be granted by the Diversity Council, as appropriate.

MEETINGS

Section 1. Council Meetings. The Council will meet generally once a month throughout the year, but no less than 4 times in each of the fall and spring semesters. The time and date of the meetings can be modified as necessary, but should be established at the beginning of each annual term. The meetings shall be two hours, although the duration of meetings shall be modified as needed.

Section 2. Committee Meetings. Each committee shall meet monthly with additional meetings as needed to complete their charge.