

POLICY PROPOSAL - HANDBOOK
TITLE 1, ARTICLE VI, SECTION 3.d
[Cultural Diversity Committee]

Additions appear in *boldface italics*; deletions are [~~stricken~~ and bracketed]

Section 3.d. The [~~Cultural~~] *Inclusion, Diversity, Equity and Access (IDEA)* Committee shall:

1. [~~Study issues and r~~] *Recommend policies to the Board [in an effort] to create, enhance, promote and support an educational and working environment that fosters* ~~cultural and ethnic~~ *inclusion, diversity, equity and access for all students, faculty and staff* [~~including, but not limited to, socio-economic, historical, cultural, capability, identity, gender, expression, linguistic and intellectual differences and similarities, throughout the System in order to ensure access and equity for all students, staff and faculty~~];

2. *In collaboration with NSHE's Idea, Diversity, Equity and Inclusion Council (IDEA Council) appointed by the Chancellor pursuant to Title 4, Chapter 8, Section 5 of the NSHE Handbook, [R]review and [examine] assess* issues, information, and activities that promote *inclusion, diversity, equity and access* among the students, staff and faculty of the System;

3. [~~Examine information and indicators regarding student access and equity;~~]

[4. — Make recommendations to the Board intended to create, enhance, promote, and support an educational environment that welcomes all cultural and ethnic minorities]

[5] Take actions appropriate to increase awareness, visibility, and emphasis of campus *inclusion, diversity, equity and access* [~~programs~~]; *and*

4. *Apply the definitions and meanings to the terms used in this section as follows:*

(a) *“Inclusion” means active and intentional engagement, affirmance and valuing/respect for individuals and groups of diverse backgrounds, and creating a place of belonging for all individuals and groups across the System;*

(b) *“Diversity” includes the differences among individuals or groups that impact perceptions, experiences and interactions, including, without limitation, differences based upon race (including hair texture and protected hairstyles such as natural hairstyles, afros, bantu knots, curls, braids, locks and twists), ethnicity, color, national origin, gender (including pregnancy-related conditions), sexual orientation, gender identity or expression, genetic information, physical ability or disability, military status or military obligation, culture, age/generation, education, income/socioeconomic status, religion, expression, linguistics and intellect.*

(c) “Equity” means fair and just treatment, access, opportunity and advancement for all individuals and groups, and the absence of barriers to inclusion and achievement that are systemically associated with societal advantage or disadvantage based on diversity; and

(d) “Access” means the equitable opportunity for all to fully participate in and contribute to programs, services, activities, environments, and decision/policy making. Access includes ways to make space for all individuals and groups to participate regardless of ability and experience such as accounting for design and use of spaces (physical and virtual), language, culture, information, and relationships.

POLICY PROPOSAL - HANDBOOK
TITLE 4, CHAPTER 8, SECTION 5
NSHE Equity, Diversity, and Inclusion Council

Additions appear in *boldface italics*; deletions are [~~stricken~~ and bracketed]

Section 5. NSHE [~~Equity, Diversity, and~~] Inclusion, *Diversity, Equity and Access* Council

To support the principle established in Section 1 of this Chapter, an ~~Equity, Diversity, and Inclusion~~, *Diversity, Equity and Access* Council (*IDEA Council*) will be established to review, evaluate, and, as needed, formulate additional proposed NSHE ~~equity, diversity, and inclusion~~, *diversity, equity and access* goals, policies, and practices, and provide statewide leadership in best practices. The ~~Equity, Diversity, and Inclusion~~, *Diversity, Equity and Access (IDEA)* Council shall report to the Chancellor and shall be appointed in conformity with Title 2, Chapter 1, Section 1.4.11 of the Code, to include representatives from each NSHE institution. The charge of the Council shall be set by the Chancellor to include the following tasks:

1. Recommend to the Chancellor and the Board of Regents proposed goals, policies, practices, related strategies, and accountability measures on ~~equity, diversity, and inclusion~~, *diversity, equity and access*;
2. Conduct a continuing review of existing goals, policies, practices, concerns, and information related to ~~diversity, equity, and inclusion~~, *diversity, equity and access* on all NSHE campuses;
3. Provide for opportunities for communication among NSHE institutions to identify and promote best practices for ensuring ~~equity, diversity and inclusion~~, *diversity, equity and access* among the students, staff and faculty of the System;
4. Support and monitor the Board of Regents' ~~Master Plan~~ goals and strategies for *inclusion, diversity* equity and ~~diversity~~*access*;
5. Encourage regular collaboration between and among institutional faculty members and staff on issues related to ~~equity, diversity, and inclusion~~, *diversity, equity and access*; and
6. Support the Board of Regents' [~~Cultural~~] *Inclusion, Diversity, Equity and Access (IDEA)* Committee with regular reports, supported by current research and related data, on the charges outlined in the Committee's mission related to [~~equity, diversity and~~] inclusion, *diversity, equity and access* issues.
7. *As used in this Section, the terms "inclusion," "diversity," "equity" and "access" have the meanings ascribed to them in Title 1, Article VI, Section 3.d. of the NSHE Handbook.*

POLICY PROPOSAL - HANDBOOK
TITLE 4, CHAPTER 10, SECTION 2
Supplier Diversity Spending and Inclusion Policy

Additions appear in *boldface italics*; deletions are [~~stricken~~ and bracketed]

Section 2. Supplier Diversity Spending and Inclusion Policy

1. The NSHE supports equal opportunity for minority-owned, women-owned and other small disadvantaged business enterprises (MWDBE) to compete for contracts awarded by NSHE institutions. The NSHE supports efforts to encourage local businesses to compete for NSHE contracts. In addition, the NSHE supports finding opportunities for such MWDBE and local business concerns to participate as subcontractors or tier 2 suppliers in large contracts. A “tier 2 supplier” or subcontractor is a supplier who is contracted for goods or services with the prime contractor, and may include, but is not limited to MWDBE and local business enterprises.

2. NSHE institutions shall report annually to the [~~Cultural~~ ***Inclusion, Diversity, Equity and Access (“IDEA”)***] Committee on tier 2 supplier expenditures with MWDBE and local business concerns for prime contracts awarded by NSHE institutions that exceed \$1,000,000. The vice chancellor for budget and finance shall develop procedures defining the information that must be included in each report.