

BOARD OF REGENTS
BRIEFING PAPER

Agenda Item Title: Handbook Revision: Equity, Diversity, and Inclusion Council

BACKGROUND & POLICY CONTEXT OF ISSUE:

During the April 2008 meeting of the Cultural Diversity and Security Committee, Regents charged System staff to bring back a proposal for the creation of a systemwide Equity, Diversity, and Inclusion Council (EDIC). The council, consisting of institutional diversity officers and representatives appointed by Presidents, is to advise, monitor, and assist the Chancellor in fulfilling diversity related goals.

The proposed charge and duties of the Council were vetted with diversity officers at southern NSHE institutions and is brought before the Board with their support.

SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

Amend Board policy to establish and charge the Equity, Diversity, and Inclusion Council.

IMPETUS (WHY NOW?):

This proposal is brought forward in response to the direction of the Cultural Diversity and Security Council.

BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

- The EDIC supports the direction of the Cultural Diversity and Security Committee.
- Equity, diversity, and inclusion are critical matters and the EDIC will ensure proper attention is paid to improving issues related to equity, diversity, and inclusion.
- The proposal has the support of institutional diversity officers from Southern Nevada.
- The EDIC will raise awareness and improve matters related to equity, diversity, and inclusion.
- Establishing the EDIC in Board policy displays the Board's commitment to equity, diversity, and inclusion.

POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

Matters of equity, diversity, and inclusion are already incorporated into the responsibilities of presidents and existing institutional and System Councils.

ALTERNATIVE(S) TO WHAT IS BEING REQUESTED/RECOMMENDED:

Do not approve the creation of the Equity, Diversity, and Inclusion Council.

COMPLIANCE WITH BOARD POLICY:

- Consistent With Current Board Policy: Title #____ Chapter #____ Section #____
- X Amends Current Board Policy: Title # 4 Chapter # 8 Section # 5
- Amends Current Procedures & Guidelines Manual: Chapter #____ Section #____
- Other:_____
- Fiscal Impact: Yes____ No X
- Explain:_____

POLICY PROPOSAL
TITLE 4, CHAPTER 8, new SECTION 5
Equity, Diversity, and Inclusion Council

Additions appear in ***boldface italics***; deletions are [~~stricken~~ and bracketed]
boldface italics as amended during the Board meeting (6/08)

Section 5. NSHE Equity, Diversity, and Inclusion Council

To support the principle established in Section 1 of this Chapter, an Equity, Diversity, and Inclusion Council (EDIC) will be established to review, evaluate, and, as needed, formulate additional proposed NSHE equity, diversity, and inclusion goals, policies, and practices, and provide statewide leadership in best practices. The Equity, Diversity, and Inclusion Council shall report to the Chancellor and shall be appointed in conformity with Title 1, Chapter 4 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 diversity, equity, and inclusion;***
- 2. Conduct a continuing review of existing goals, policies, practices, concerns, and information related to diversity, equity, and inclusion 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 among the students, staff and faculty of the System;***
- 4. Support and monitor the Board of Regents' Master Plan goals and strategies for equity and diversity;***
- 5. Encourage regular collaboration between and among institutional faculty members and staff on issues related to equity, diversity, and inclusion; and***
- 6. Support the Board of Regents' Cultural Diversity and Security 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 issues.***

Renumber the existing sections to follow the new Section 5.