



## **Equity Report/Strategic Plan Work Team Charter**

**Charge:** The Equity Report/Strategic Plan Work Team develops and maintains Gateway's plan to advance the college's strategic goal to create an equitable and inclusive campus climate.

### **Outcomes:**

- Gather input necessary to create a series of 3-year plans that are aligned with college priorities.
- Draft a DEI strategic plan to be approved by the DEI Steering Committee, recommended to ELC for approval, and implemented by the DEI steering committee with clear and appropriate objectives, strategic action steps, and measurable targets.
- Evaluate progress of DEI strategic plan and recommend on-going adjustments to strategic actions as needed.

**Accountability:** The Equity Report/Strategic Plan Work Team is accountable to the DEI Steering Committee.

**Communication:** The Equity Report/Strategic Plan Work Team must communicate with other DEI work teams to ensure alignment of activities and outcomes.

### **Membership:**

- Members will be selected from the DEI Steering Committee and/or selected from volunteers.
- The DEI Leadership Team will approve the membership of the work team.

### **Facilitation:**

- Each work team will have a facilitator from the DEI Steering Committee
- Facilitator will be responsible for creating agendas, convening and conducting meetings, and ensuring notes are taken.