



Equity Allies Team Charter

Charge: The Equity Allies Work Team develops internal champions to support employees and students in their daily experiences with DEI.

Outcomes:

- Create and maintain the Equity Ally training program for Gateway employees who volunteer to support their peers in their daily DEI experiences.
- Provide continuing education, resources and support to employees willing to become an Equity Ally for the Gateway community on DEI.
- Provide resources to students and staff to help them navigate DEI experiences.
- Explore the possibility of a Student Equity Allies program.

Accountability: The Equity Allies Work Team is accountable to the DEI Steering Committee.

Communication: The Equity Allies 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.