



Professional Development/Training Work Team Charter

Charge: The Professional Development/Training Work Team identifies or creates opportunities and programming to educate the Gateway community about diversity, equity and inclusion in order to increase cultural competency of all individuals.

Outcomes:

- Develop general and role-specific DEI training for all Gateway employees.
- Collaborate with Employee Learning and other training program owners to infuse DEI into all existing training programs as appropriate.
- Develop DEI education/training programs for Gateway students.
- Identify and recommend external professional development opportunities related to DEI.
- Evaluate DEI professional development and training programs and make appropriate modifications.

Accountability: The Professional Development/Training Work Team is accountable to the DEI Steering Committee.

Communication: The Professional Development/Training 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.