Gateway Diversity, Equity, and Inclusion Steering Committee Charter

Purpose:
To establish college-wide systems, best practices, and educational experiences that serve a diverse student and staff community. The DEI Steering committee is committed to sharing and implementing equity-minded strategies through data-driven analysis in order to improve student success outcomes and retain quality faculty and staff. This committee will also support the initiatives of the Office for Equal Opportunity and Civil Rights and contribute to an inclusive work and school environment.

Accountability
The DEI Steering Committee is accountable to the DEI Leadership Committee.

Context for Work
- Based in Gateway's vision, mission, values, and strategic plans
- Aligned with the initiatives in Gateway's affirmative action plan and civic action plan
- With input from our cultural climate survey, student satisfaction and engagement surveys, WTCS Equity Report, and Gateway Perkins Equity Report

Outcomes:
- Create for approval by the college leadership:
  - Diversity, Equity, and Inclusion Strategic Plan for the college aligned with overall strategic plan
  - Policy recommendations to further integrate diversity, equity, and inclusion into the college's operations and environment
- Implement DEI Strategies
  - Develop
    - Professional development/training programs and opportunities for students, faculty, administrators, and staff related to diversity, equity, and inclusion topics
    - Partnerships with local, state, and national organizations whose missions advance diversity, equity, and inclusion
    - Communication plan to regularly share information about the importance and benefits of diversity, equity, and inclusion, our opportunities to improve, and our DEI successes
    - Opportunities for students to engage in DEI work
    - Opportunities for meaningful dialogue among all diverse groups for faculty, staff, and students
    - A DEI dictionary to support shared understanding of terms throughout the college

- ○ Support
  - ■ On-going work of Human Resources to recruit and retain a diverse workforce
  - ■ Accessibility initiatives
  - ■ Diversity 365 projects and activities through Student Life
- ○ Maintain
  - ■ Workshop curriculum for students and staff related to stereotypes, privilege, and other current topics
  - ■ [other current DEI initiatives?]
- ● Communicate with and learn from internal and external stakeholders about diversity, equity, and inclusion.
- ● Develop processes and tools to measure and monitor conditions and outcomes related to diversity, equity, and inclusion, particularly related to student achievement gaps
- ● Connect with other Gateway initiatives to include a DEI perspective in their work

Committee Member Responsibilities:
- ● Devote time and engagement necessary to accomplish committee outcomes
- ● Attend Steering Committee and, if appointed, work group meetings
- ● Commit to on-going professional development activities to build understanding of diversity, equity, and inclusion
- ● Represent the DEI Steering Committee within the college community by attending and participating in student engagement and staff events

Committee Membership
1. 15-17 members selected by the DEI Leadership Committee to form a legitimate, diverse, and credible committee committed to the college's diversity, equity, and inclusion work. Other stakeholders will be invited to participate in work groups and projects on an ad hoc basis.

Role	Representative	Group	Department	Location
Affirmative Action	Josh Vollendorf	Admin	Office of DEI	Kenosha
Community and Gov't Relations	Stephanie Skilba	Admin	CGR	Kenosha
Dean	Jorge Nieto	Admin	General Studies	Racine
Dean	Terry Simmons	Admin	SoPaHS	Elkhorn
Diversity, Equity, Inclusion	Tammi Summers	Admin	Office of DEI	Kenosha
Disability Support Services	Patty Nesheim	Faculty	DSS	Elkhorn
Faculty	Sandy Fry	Faculty	ABE	Elkhorn
Faculty (occupational)	Brian Quinn	Faculty	SoPaHS	Elkhorn
Faculty (general studies)	Ann Stotts	Faculty	Communication	Racine
Faculty	Suzanne Sublette	Faculty	Soc/Beh Sciences	Racine

Gateway Promise	Sabrina Morgan	Staff	Precollege	Racine
Human Resources	Jacqueline Morris	Admin	HR	Kenosha
Institutional Effectiveness	John Thibodeau	Admin	IE	Kenosha
Multicultural Program Staff	Jomarie Coloriano	Staff	Learning Success	Racine
Provost	Zina Haywood	Admin	Academic/Campus Affairs	Kenosha
Support Staff	Reyna Juarez	Staff	General Studies	Racine
Veterans Advocate Student Services Staff	Barbara Wagner	Staff	Student Services	Elkhorn

2. The steering committee will include the college's affirmative action officer or designee, one occupational program faculty member, one general studies program faculty member, a veteran advocate, a representative of disability support services, a representative of the multicultural program, and a student services staff member.
3. The Vice President of Diversity, Equity, and Inclusion is the convener and chair of the steering committee.
4. The members of the Leadership Committee will be members of the Steering Committee.

Meetings
● This group will meet bi-monthly throughout the academic year

WTCS DEI Definitions:

Diversity:
Diversity encompasses an array of experiences including, but not limited to, age, race, ethnicity, gender, religion, disabilities, socio-economic status, sexual orientation, gender identity, and national origin. An appreciative awareness of diversity provides the foundation for the understanding that individuals are shaped by this array of experiences.
Equity:
Equity refers to the intentional practice of identifying the unique needs within our diverse student and employee populations, and in turn providing the support necessary for each individual to succeed in their academic and career goals.
Inclusion:
Inclusion is the degree to which all individuals in a community are welcomed, valued, respected, heard, and able to participate. Creating inclusive college communities requires intentional action to address historical under-representation and exclusion with respect to academic and career success, hiring, promotion and leadership, campus climate, curriculum, and access to resources.