



HLC Accreditation Evidence

Title: Inclusion and Diversity Team

Office of Origin: President

Team Charter
Barton Community College
Inclusion and Diversity Team
2016-2017

Name of Team

Inclusion and Diversity Team

Purpose

The Inclusion and Diversity Team supports the College's mission and [Inclusion and Diversity statement](#). The team shall:

- Develop plans and programs designed to foster a campus climate at Barton which is built upon inclusiveness, mutual respect, appreciation, and understanding.
- Support efforts for the formulation, review, and application of policies and processes that promote and support diversity and inclusion, support learning, promote excellence and prepare a global citizenry.
- Facilitate the integration of inclusion and diversity into teaching, service, and scholarship.
- Provide a forum for consultation on inclusion and diversity issues that may arise.

Duration and Time Commitment

The team has been commissioned as a permanent institutional team. The time commitment for team members will vary with a minimum of two meetings during each semester [Fall and Spring]. In addition, it is expected that the team will convene when circumstances warrant discussion and coordination of support efforts.

Boundaries & Limitations

The Inclusion and Diversity Team will support efforts to build the institution's capacity to develop, initiate, and support strategic initiatives in alignment with the Barton strategic plan. In response, the Team shall set annual goals to promote knowledge, skill, and institutional practices toward diversity, equity, and inclusion.

When necessary, the team may form additional sub-teams for the purpose of addressing specific issues relevant to inclusion and diversity. The Team will work closely with the Vice President of Instruction and Student Services, the Dean of Student Services, and faculty, staff, and student representatives to ensure the accomplishment of all objectives.

Expected Results

The Inclusion and Diversity Team shall:

- Coordinate education and training programs to promote the awareness of Inclusion and Diversity including:

- Offer training sessions at Professional Conference days.
- Encourage the institution to provide course offerings that highlight diversity and to select teaching materials [textbooks, etc.] that use inclusive language and illustrations depicting cultural diversity.
- Highlight innovative inclusion/diversity practices in academic, athletic, or service pursuits.
- Coordinate / design campus-wide activities to generate inclusion and diversity on the GB campus.
 - Host multicultural social events such as Mardi Gras or Cinco de Mayo.
 - Support campus organizations such as Gay Straight Alliance, HALO, and Multicultural Society.
 - Recognize cultural heritage months/days [ex. Black History Month].

Reporting

The Inclusion and Diversity Team agenda, work activities, and meeting minutes will be submitted to IT for publication on the Barton website. An annual report that outlines accomplishments, progress of primary tasks, future plans, and future resource needs will be reported annually to the President via the team facilitator.

Assets Available

Budget Authority	-	None – funding proposals submitted to President based annual plan
Administrative Support	-	Sponsor: Vice President of Instruction and Student Services
Other Resources	-	College Mission Statement , Barton Inclusion and Diversity Statement , Team Charter, sub-teams
Team Membership	-	Standing members of the Team shall include representatives from diverse areas of the institution: academics, WCTE, student services / student support services, staff, and athletics.
Evaluation -		<p>The Team shall annually evaluate their activities and accomplishments in a report to the sponsor. The team charter will be reviewed annually and revised as needed.</p> <p>The Team should ensure that each core responsibility, all expected results, and overall efforts are built with the ability to assess and evaluate the effectiveness of its work. The team will evaluate gaps and weaknesses by comparing accomplishments to the annual plan.</p>