

**Diversity, Equity, and Inclusion Standing Committee of the Board of Trustees**

**Background**

Issues of diversity, equity, and inclusion run throughout all policy areas and functions of the State University of New York (SUNY) system, including the College of Environmental Science & Forestry (ESF), and are inextricably tied to both student success and to the growth and effectiveness of SUNY campuses across New York.

ESF has an obligation to eliminate cultural, institutional, and regulatory discrimination, and to make SUNY an anti-racist model for the rest of the nation. The SUNY Board of Trustees, along with SUNY leadership, has convened stakeholders from across the system to develop a Systemwide action plan to increase diversity, equity, and inclusion, known as SUNY’s 25-Point Diversity, Equity, and Inclusion (DEI) Action Plan. In January 2021, phase one of the action Plan was released outlining a 25-point action plan designed to create a more inclusive, representative SUNY and to achieve equity in student success outcomes.

Harnessing the transformative power of diversity requires and inclusive and equitable climate on every SUNY campus and within the broader campus community of every institution. The ESF Board of Trustees takes our campus efforts for DEI seriously and want to recognize a need for this to be pursued at the highest level of policy and program development at ESF. To seize the moment to lead by building a campus not only committed to academic excellence but accessible to all regardless of race, ethnicity, gender, religion, or class, the ESF Board of Trustees established a standing committee on Diversity, Equity and Inclusion at its May, 2021 meeting.

**Diversity, Equity, and Inclusion Committee**

In May, the BOTamended their bylaws Article III Section 2 regarding standing committees as follows:

  (d) Diversity, Equity, and Inclusion

1. Review and make recommendations regarding college policies and plans concerning implementation of a campus-wide Diversity, Equity, and Inclusion (DEI) effort in attracting, retaining, and engaging students, faculty, and staff.

**Committee Mission and Charge**

The Committee’s authority and powers are derivative in nature, flowing from the responsibility to create, implement and administer the College’s commitment to building and maintaining an inclusive community.

The Committee will consider policy on issues relating to diversity, equity, and inclusion throughout the College and within the greater campus community. Where appropriate, the Committee will work in collaboration with other Board Committees and campus organizations, particularly Academic Affairs, Finance and Administration, Research and Economic Development, and Student Life; as well as the President and his/her/their administration.

The College Liaison will communicate with the President and Executive Cabinet any

diversity initiatives or recommendations. Augmenting the work of the pre-existing Inclusion, Diversity and Equity Committee (composed of students, faculty, and staff), the DEI Committee advances the College’s appreciation, understanding and respect for all forms of human differences represented in the college community. Additionally, members of this body will play a key role with regard to policies and practices that have an impact on the successful implementation of initiatives.

The Diversity, Equity, and Inclusion Committee Chair(s) will report to the Board of Trustees on its activities and make recommendations for Board action.

**Composition**

The DEI Committee’s members are knowledgeable and interested in issues of diversity and inclusion and are committed to creating and implementing policies and projects in key areas of ESF’s diversity initiatives. The DEI Committee is composed of members who broadly represent a variety of ESF constituencies. The Committee is a diverse and broad committee composed of Trustees, faculty, staff, students and the greater campus community. The Committee could be comprised of as many as 15 members. Attached is the most recent list of committee positions, members and their contact information

**Meetings and Recommendations**

The Committee shall meet at least 4 times a year, with the expectation that additional meetings may be required to adequately fulfill the obligations and duties of the Committee.

Members of the Committee are expected to attend each committee meeting, in person or via videoconference. The Committee may invite other individuals, such as SUNY students, faculty, or staff; or experts in diversity, equity, and inclusion, to attend meetings and provide pertinent information, as necessary.

Meeting agendas will be prepared for every meeting and minutes of those meetings will be recorded.

2/14/22