

UTIA Diversity, Equity and Inclusion Council

INTRODUCTION

Diversity, equity, and inclusion initiatives add richness, depth, and value to our mission of providing real life solutions, and in recent months, have taken on a new urgency. Embracing diversity, equity, and inclusion—important components of our core principles—creates an environment that is welcoming to all and is critically and morally important to our effectiveness statewide, across the country, and around the world. An Institute-wide diversity council ensures that all aspects of our education, research, and outreach programs meet the ever-evolving needs of all employees, students, and stakeholders.

PURPOSE OF THE UTIA DIVERSITY AND INCLUSION COUNCIL

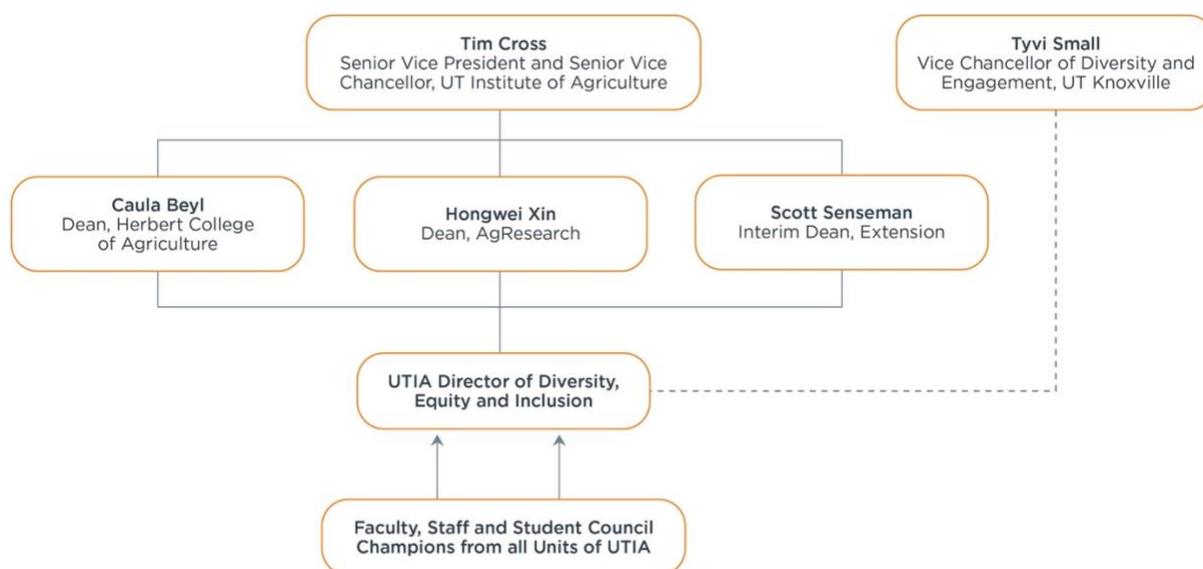
The UTIA Diversity, Equity and Inclusion Council will be a standing team of faculty, staff, and students who represent UTIA's commitment to achieving an equitable and diverse environment that welcomes and supports the successful engagement and inclusion of all. The Council will be responsible for strategizing, implementing, and assessing the effectiveness of diversity, equity, and inclusion initiatives throughout the Institute by doing the following:

1. Facilitating discussions and dialogue among UTIA students, employees, and stakeholders to gain input on and set priorities for plans and actions to advance diversity, equity, and inclusion in the Institute.
2. Using the broad input obtained to develop a strategic plan focused on diversity and equity that will underpin and support individual strategic plans developed by all the units within UTIA.
3. Providing information and education to students and employees about how to support diversity, equity, and inclusion and be effective agents against all forms and expressions of harmful bias and hate.
4. Measuring and assessing impacts and outcomes that result from implementation of the strategic plan and actions of the Council.
5. Promoting within the Institute the core set of values embraced by the University, including diversity, equity, and inclusion; mattering and belonging; collaboration; integrity; and leadership.
6. Serving as a resource for members of the UTIA family who reach out for assistance or advice regarding injustice resulting from bias or hate due to race, color, religion or creed, nationality, sex, sexual orientation, gender identity, age, physical or mental disability, veteran status, genetic information, or citizenship.
7. Maintaining a UTIA Diversity, Equity and Inclusion webpage with resources, calendar events, training, and contacts for members.

The Council shall provide quarterly reports of activities and progress on achieving success metrics. Each quarter, its leadership will meet with the UTIA Executive Committee to deliver the report and present plans for the next quarter. An annual report will be developed to describe the status of the Institute's diversity, equity, and inclusionary efforts and progress made by all the units that comprise it toward desired metrics. This information will be shared with all UTIA unit and departmental leadership as well as posted on the UTIA Diversity, Equity and Inclusion webpage.

COMPOSITION AND LEADERSHIP OF THE COUNCIL

The Council will be chaired by the UTIA director of diversity, equity and inclusion, who is accountable and reports to the deans of Herbert College of Agriculture, AgResearch, and Extension with an indirect reporting line to the vice chancellor of diversity and engagement. This person will also represent UTIA on system and campus level standing diversity committees. The reporting structure and organization of the Council is depicted below:



The UTIA Director of Diversity, Equity and Inclusion will be responsible for producing minutes of meetings, collaborating with UTIA Marketing and Communications to develop and keep current the webpage of the Council, and other duties that support the effective functioning of the Council.

Membership on the UTIA Diversity and Inclusion Council will include the following:

- Eleven members, one from each of the academic departments in the Herbert College of Agriculture (Department of Agricultural and Resource Economics; Department of Agricultural Leadership, Education and Communication; Department of Animal Science; Department of Food Science; Department of Forestry, Wildlife and Fisheries; Department of Entomology and Plant Pathology; Department of Plant Sciences; Department of Biosystems Engineering and Soil Science), and the College of Veterinary Medicine (Department of Biomedical and Diagnostic Sciences, Department of Large Animal Clinical Sciences, and Department of Small Animal Clinical Sciences);
- One member each from 4-H and Family and Consumer Sciences;
- One member of the UTIA Executive Committee;
- Chair of the Smith International Center;
- An undergraduate student from the Herbert College of Agriculture selected by the Herbert dean;

- Herbert College of Agriculture coordinator of student life and diversity;
- A UTIA graduate student selected by the AgResearch dean;
- A veterinary student from the College of Veterinary Medicine selected by the dean;
- Three Extension off-campus representatives, one from each region of the state selected by the UT Extension dean;
- One off-campus representative from the AgResearch and Education Centers, selected by the AgResearch dean; and
- One staff member from a department selected by the department heads.

Each unit will develop procedures for selecting its Council representative, and three-year terms will be established with approximately one-third of the Council rotating each year. Representatives may serve no more than two consecutive terms. Candidates from each unit selected for appointments on the Council will be subject to approval by the deans and the senior vice president/senior vice chancellor of UTIA. Those selected for initial membership will be appointed to two-, three- and four-year terms to facilitate stability and continuity in the formative years of the Council. As each member's term expires, the new terms will each be for three years. Appointments to the Council will coincide with the beginning of the academic year (July 1).

Members are expected to attend and participate in meetings to the extent allowed by their schedules.

BUDGET

The Diversity, Equity and Inclusion Council will be provided an annual fiscal year budget of \$10,000 from UTIA for support of materials, activities, travel, speaker fees, etc. Unspent funds may be carried forward based on an approved plan prior to year-end (June 30). Financial support for the salary of the UTIA director of diversity, equity and inclusion will be provided from four sources including the Division of Diversity and Engagement, and the remainder provided by the deans of the Herbert College of Agriculture, AgResearch, and Extension. The College of Veterinary Medicine will also provide part-time faculty support of diversity initiatives through the Division of Diversity and Engagement. Faculty, staff, and students participating in the UTIA Council will have those activities credited toward their service expectation.