

NDSU Agricultural Affairs

Diversity, Equity and Inclusion Council

Council Operations

NDSU Agricultural Affairs (to include NDSU Extension, NDSU Agricultural Experiment Station, Research Extension Centers and the College of Agriculture, Food Systems and Natural Resources), is committed to diversity, equity and inclusion for all employees, clientele and partners. Our core values include equal access, service to diverse audiences, equity and diversity in recruitment and employment, and fostering genuine inclusivity throughout our units. As such, we remain committed to diversity, equity and inclusion as both a mindset and in action.

Key Definitions

- **Diversity** – appreciating the differences between people and treating people's values, beliefs, cultures and lifestyles with respect.
- **Equity** - ensuring everyone in a setting has equal opportunities, regardless of their abilities, their background or their lifestyle.
- **Inclusion** – is a sense of belonging. The deliberate act of welcoming diversity and creating an environment where all different kinds of people can thrive and succeed. It includes the organizational efforts and practices in which different backgrounds are accepted, welcomed, and equally treated.

Diversity is what you have. Inclusion is what you do.

Council Membership

NDSU Agricultural Affairs is committed to upholding civil rights laws and requirements, institutional equal opportunity and affirmative action policies, and the creation of an inclusive and multicultural organization that appropriately serves all the people of this state. This division incorporates a recognition and appreciation of the values and benefits that diversity contributes to our organization's life and mission. Members of this council will be from all divisions within Agricultural Affairs to include NDSU Extension, NDSU Agricultural Experiment Station, Research Extension Centers and the College of Agriculture, Food Systems, and Natural Resources.

What is the Mission of the Diversity, Equity and Inclusion Council?

To promote a system that values differences in meaningful ways to enhance our land grant mission of teaching, research and extension.

What is the role of the Diversity, Equity and Inclusion Council?

The council's role includes:

- Supporting healthy, thriving and culturally-diverse communities through our educational programs and opportunities
- Improving the diversity profile of our employees at all levels and across the state.

- Nurturing the understanding and skill development of employees and volunteers in areas of equity, inclusion and diversity.

What does success for the Diversity, Equity and Inclusion Council look like?

- A more diverse workforce within NDSU Agricultural Affairs
- Multiple, regular educational programs and resources on diversity, equity and inclusion are readily available and accessed by all staff
- Stronger relationships with our 1994 North Dakota land-grant institutions and Tribal partners
- All resources developed and utilized by NDSU Agricultural Affairs will be viewed through a cultural lens before distribution

What are the benefits of serving on the Diversity, Equity and Inclusion Council? It provides a(n):

- Opportunity to give input and direction to NDSU Agricultural Affairs on programs and processes which enhance diversity, equity and inclusion throughout the system.
- Opportunity to learn about diversity, equity and inclusion during committee meetings as well as programs provided by NDSU and partners
- Occasion to network and meet other professionals from across the organization to work on the promotion of diversity education
- Chance to have a voice, help others learn, and broaden your own knowledge
- Chance to make a difference
- Opportunity to assist in making an impact toward positive change
- Opportunity to help engage and meet the needs of all North Dakota residents

What are the responsibilities of a Council member?

- Attend meetings of the council
- Determine a process to meet organizational needs
- Promote a wide array of diversity education opportunities for the entire organization through trainings, speakers and experiences
- Serve as a sounding board for the Civil Rights review process
- Work with campus personnel to include a training component in new staff orientation
- Review and distribute inclusion grants bi-annually (as available)

What skills are needed on the Council?

- Good communication skills (listening, speaking)
- Organizational skills
- Willingness to participate, be a team player
- Desire to learn and be involved
- Passion for people/education
- Interest in diversity, equity and inclusion understanding
- Willingness to serve
- Willingness to contact others about potential needs statewide

How Long Will I Serve on the Council?

The term of office is three years. Reappointment to a second three-year term is an option. The benefit of having one-third of the membership change each year is that it provides for new ideas and a smooth operation of the committee.

How Often Will We Meet?

The Diversity, Equity and Inclusion Committee will meet quarterly for apx. 1 ½ hour each session. In addition, time may be spent outside of council meetings assisting with educational programs and skill development of all units within NDSU Agricultural Affairs and partners.

How are the Meetings Organized?

Meetings will be organized by the chair/-chairperson of the council and an agenda prepared and distributed before each session. Meetings will include three agenda items each time – 1) education on diversity, equity, inclusion through books, presentations, articles, videos, or guest speakers, 2) updates on what is currently happening in the organization, and 3) conversation on how to promote diversity, equity and inclusion education for the entire organization.

What are the responsibilities of the Council Chairperson(s)?

- The Chairperson will be selected by consensus of the Council each year to serve a one-year term
- Create annual meeting schedule
- Create and archive meeting agendas and minutes
- Facilitate Council meetings
- Invite any proposed guest speaker for Council meetings
- Recruit and appoint new Council members as terms expire

What Committees Could I be Involved in?

Three standing committees are currently in force and include 1) educational planning for staff, 2) tribal relationships, 3) culturally appropriate curriculum and resource development and 4) civil discourse. Additional committees are possible and will be developed by the Council based on needs of the organization.

Extending Knowledge. Changing Lives.
Extending Knowledge. Creating Inclusion.
Extending Knowledge. Inspiring Change.
Extending Knowledge. Appreciating Diversity.