

Community, Culture, and Institutional Climate Leadership Council

Purpose

The Community, Culture, and Institutional Climate Leadership Council serves as an advisory body to the Vice President of Community, Culture, and Institutional Climate, supporting efforts to advance a culture of belonging across the college. The Council aligns its work with institutional goals, strategic equity initiatives, and compliance with civil rights regulations, including Equity 2030, Affirmative Action, and Title IX.

The Council's scope encompasses:

- Institutional climate and culture
- Teaching and learning experiences
- Academic preparation and support
- Instructional and program development
- Employee recruitment, onboarding, and professional development
- Student engagement, retention, and post-graduation outcomes
- Community and external partnerships that advance equity

Primary Responsibilities

- Collaborate on the development and implementation of a Strategic Equity and Inclusion Plan aligned with Equity 2030, the College's strategic plan, and institutional climate goals.
- Apply an equity-focused lens to curriculum, pedagogy, student support, and employee development.
- Provide recommendations to improve recruitment, retention, and support of diverse students, faculty, and staff.
- Review and advise on policies and procedures that impact institutional climate and equity.
- Support data-informed decision-making through analysis of campus climate and equity metrics.

Cabinet Liaison

Vice President of Community, Culture, and Institutional Climate

Meeting Schedule

Meetings will occur at least monthly throughout the academic year. Meeting scheduling will be determined collaboratively by the chair with input from Council members.

Membership and Terms

- Members will be appointed for two-year terms.
- Terms can be renewed for an additional year for a total of three years. The three-year term limitation will not restrict unions from appointing members of their choosing.

Standing Membership

- Chair: Vice President of Community, Culture and Institutional Climate
- Administrative Assistant to the President and Office of Community, Culture, and Institutional Climate
- Director of Cultural Fluency, Equity, and Inclusion

Rotating Membership

- AFSCME representative (1)
- MAPE representative (1)
- MSCF faculty representing each academic division (4)
- MMA representative (1)
- Academic Affairs Staff (1)
- Finance & Administration (1)
- Human Resources (1)
- Student Affairs Staff (1)
- Student Representative (1)

Chair role:

- The Council will be chaired by the Vice President of Community, Culture, and Institutional Climate.
- The chair will guide agenda development, facilitate meetings, and ensure alignment with institutional priorities.
- Council materials (charter, membership, agendas, summaries) will be maintained and shared via the Office of Community, Culture, and Institutional Climate.

Council members are expected to:

- Actively participate in all scheduled meetings and initiatives.
- Collaborate to build consensus and advance equity-focused recommendations.
- Communicate Council discussions and decisions to their respective constituencies.
- Provide feedback and guidance to the Office of the President and institutional leadership.

Every individual has intrinsic value, and every voice deserves to be heard. Our differences enrich our community. Students and employees who are active-duty service members, Asian, Black, English language learners, female, immigrants, Indigenous, individuals with disabilities, Latina/o, people with various religious beliefs, and veterans are encouraged to volunteer. Members who serve in their individual capacity, applying their unique perspectives, do not represent or speak for any group of employees or students.

Norms

The heart of any organization is its people, and the most effective organizations are built on a shared sense of purpose and common beliefs. These **shared beliefs** help to set expectations and establish norms for how to work together to advance our mission and achieve our vision.

- Education empowers individuals and transforms generations.
- Every individual has intrinsic value, and every voice deserves to be heard.
- Our differences enrich our community.
- An antiracist and antidiscrimination ethos is necessary for advancing social justice and equity.
- It is our responsibility to ensure equitable outcomes for our students. Each student can succeed.
- Innovation, flexibility, and life-long learning are critical for our community to thrive.
- Mutually accountable relationships built on trust are essential for our success.
- Community partnerships strengthen and sustain us.

Date Adopted November 2025

Date Revised