

UC ANR DEI Advisory Committee

Additional Information for Call for Nominations

DEI Advisory Council Mission Statement

The mission of the UC ANR Diversity, Equity, and Inclusion Advisory Council to the Vice President (DEI Advisory Council) is to provide advice, support and ensure accountability for DEI efforts that UC ANR, its staff, and academics undertake to improve working environments within UC ANR and quality of life for marginalized populations living in the state of California. This Council focuses on inclusion and equity for individuals who have one or more marginalized identities (for example, race, national origin, class, gender, sexuality, or ability).

DEI Advisory Council Vision

We envision UC ANR as welcoming, inclusive, and safe for employees, volunteers, and program participants. UC ANR values diversity, promotes equity and belonging, openly denounces systemic racism and discrimination, and actively works toward social justice. Through these efforts, UC ANR contributes to a California that will be an equitable and inclusive state that appreciates and celebrates our diversity.

DEI Advisory Council Charter Article II Section 2: Appointments and Expectations

- The DEI Advisory Council shall consist of members appointed by the UC ANR Vice President.
 - The Council will provide recommendations for new appointments to the UC ANR Vice President following an open nomination process led by existing Council members.
 - UC ANR Vice President will notify the immediate supervisor of appointees.
- Appointments shall be for three years and will be staggered to allow continuity.
- Expectations:
 - The DEI Advisory Council will meet four times annually with the UC ANR Vice President, Associate Vice Presidents, Vice Provosts, and other senior leaders to provide updates on priority strategic efforts, and on an ad hoc basis.
 - Council members will actively participate in and contribute to DEI Advisory Council meetings as scheduled by the Council.
 - Council members will actively participate in and contribute to DEI Advisory Council subcommittees as needed.
 - Council members will seek input from the UC ANR community and will represent the Council at meetings with the UC ANR community when invited or as topics for discussion arise, for example, Town Halls, DEI Alliance monthly meetings, VP Council, UCCE Directors, Academic Assembly Council, Staff Assembly Council, etc.
 - Council members will typically conduct their DEI Advisory Council work during normal business hours with the support of their supervisors. Council members

will receive formal recognition of a percent-time of work effort dedicated to DEI Advisory Council work, which would be recognized in their annual performance review. Supervisors will work with Council members to modify other work expectations to allow time for DEI Advisory Council work.

- Council Membership Criteria
 - Experience and/or interest in advocating for change and moving forward DEI work.
 - Expressed interest in navigating/negotiating for organizational change in UC ANR.
 - Membership aims to represent the diversity of the UC ANR community and state of California, specifically including representation of marginalized racial, ethnic, gender, sexual orientation, and ability groups.
 - Membership includes a mix of staff and academics, represents a cross section of UC ANR offices and programs, and geographical distribution (north/south, urban/rural).