



MEMORANDUM

February 25, 2021

TO: Members of the Board of Trustees

FROM: Dr. Jim Malatras, Chancellor

SUBJECT: Diversity, Equity, and Inclusion Committee of the Board of Trustees

Action Requested

The proposed resolution authorizes the creation of a standing Diversity, Equity, and Inclusion Committee of the Board of Trustees.

Resolution

I enthusiastically recommend that the Board of Trustees adopt the following resolution:

Whereas SUNY was created to provide high quality, affordable education to every New Yorker, regardless of economic background, race, ethnicity, gender, religion or class; and

Whereas we must continually address racism and discrimination, be it cultural, institutional, or regulatory, especially as it impacts students and faculty of color; and

Whereas the Board of Trustees took a significant step by approving the Diversity, Equity, and Inclusion policy in 2015; and

Whereas it is necessary for the Board to effectively assess these and other diversity, equity, and inclusion policies and new initiatives that emerge to increase diversity, equity, and inclusion across SUNY's campuses; now, therefore, be it

Resolved that the Diversity, Equity, and Inclusion Committee shall be created as a standing committee of the Board of Trustees to consider policy on issues related to diversity, equity, and inclusion throughout the SUNY system; and, be it further

Resolved that the Chairman shall appoint members of the Diversity, Equity, and Inclusion Committee and advise the Board as to its membership.

Background

Issues of diversity, equity, and inclusion run throughout all policy areas and functions of the SUNY system, and are inextricably tied to both student success and to the growth and effectiveness of SUNY campuses across New York. We have 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, therefore recognize a need for this new permanent Board of Trustees standing committee to focus on these critical issues across the campuses of the SUNY system.

Diversity, Equity, and Inclusion Committee Charter

Marcos Crespo, Co- Chair

Camille Joseph Varlack, Co-Chair

[List other members]

Staff Liaison: Teresa A. Miller, System Chief Diversity Officer

Counsel: Cara Palumbo Schrantz

COMMITTEE PURPOSE

The Committee will consider policy on issues relating to diversity, equity, and inclusion throughout the University.

Where appropriate, the Committee will work in collaboration with other Board Committees, particularly Academic Affairs, Community Colleges, Finance and Administration, Research and Economic Development, and Student Life; as well as the Chancellor and his/her administration.

COMPOSITION

The Diversity, Equity, and Inclusion Committee shall consist of at least three members who shall be appointed by the Chairperson of the Board of Trustees, one or two of whom shall be designated by the Chair of the Board to serve as chair, or co-chair, of the Committee. The members of the committee shall serve at the pleasure of the Chair of the Board of Trustees for terms of three years.

MEETINGS AND QUORUM

The Committee shall meet at least twice a year, with the expectation that additional meetings may be required to adequately fulfill the obligations and duties outlined in the charter.

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 the area of 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.

The presence of a majority of the appointed members of the Committee shall constitute a quorum for the transaction of business, and the act of a majority of the members present shall be the act of the Committee.



REPORTING

The Diversity, Equity, and Inclusion Committee shall report to the Board of Trustees on its activities.