

## **Justice, Equity, Diversity, and Inclusion (JEDI) Committee Charter**

### **Purpose:**

This charter establishes Keck Graduate Institute's Justice, Equity, Diversity, and Inclusion Committee (JEDI Committee), and sets forth its vision, mission, objectives, responsibilities, and operation.

### **Vision:**

Keck Graduate Institute strives to address, explore, educate, understand and respond to the diversity of the human experience.

The JEDI Committee will be a thought-partner to foster open and transparent communication with KGI's senior leadership by working to promote strategic priorities related to Justice, Equity, Diversity and Inclusion issues.

KGI is an educational community which values, recognizes and embraces diversity among our students, staff, and faculty. It seeks to provide an inclusive learning and research environment where each person feels a sense of belonging and respect.

### **Mission:**

The JEDI Committee works to integrate best practices for justice, equity, diversity and inclusion into institutional values, policies and programs. The JEDI Committee will provide research and policy recommendations, event support, and guidance to KGI's leadership as requested.

### **Definitions**

#### **Justice:**

Justice is the goal of addressing inequities to foster equitable participation of all groups and acknowledging systemic and historical barriers to access of power, education, and other opportunities for personal activity and social privileges.

#### **Equity:**

Equity ensures that everyone has support and access to the resources needed to be successful and identifying and eliminating both structural and personal barriers that have prevented the full participation of communities most impacted by systemic oppressions.

- Improving equity involves increasing justice and fairness within the policies, procedures and processes of institutions and systems, as well as in the distribution of resources. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society and institution. (such issues as institutionalized racism, sexism, homophobia, ageism, etc.)
- Equity differs from equality. Equality refers to treating everyone the same, but does not necessarily lead to equitable outcomes because diverse communities have diverse needs and have faced historically and continue to face varying obstacles and inequities.



**Diversity:**

- The range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, socioeconomic status, physical ability or attributes, religious or ethical values systems, national origin, political beliefs, and cultures.
- Diversity means more than just acknowledging and/or tolerating difference. It's a set of conscious ideals, policies and practices that seek to understand and appreciate the interdependence of humanity, cultures, and the natural environment.

**Inclusion:**

Ensuring that people of all backgrounds, identities, abilities, perspectives, and beliefs have an equitable opportunity to belong, achieve success, and contribute in positive ways to their communities. An inclusive institution promotes and sustains a sense of belonging. KGI seeks to value and practice respect where all people are recognized for their inherent worth and dignity, talents, beliefs, backgrounds, and ways of knowing and living.

**Committee Membership:**

The JEDI Committee will have no fewer than five and no more than eight members. The Committee will prioritize cross-agency, multi-divisional representation when selecting members. Membership to be approved by Cabinet.

Members will be solicited from each of the following stakeholders; KGI students, faculty, and staff.

After the initial establishment period, membership will be open annually to regular, full-time students and employees who are committed to justice, equity, diversity and inclusion and who will actively participate in the mission, vision, and objectives of the Committee.

Faculty and staff who are interested in participating will seek and obtain their manager's approval, complete an application, and submit the application to the Committee chair. The Committee will review and recommend applicants to Cabinet for final approval.

Members will serve a 12 month term on the Committee. Members who have already served a term may request to serve for up to two additional terms. Such requests will be considered and approved by cabinet.

Once membership is approved by cabinet, the JEDI members will choose a committee chair.

**Working Groups:**

It is important that our entire KGI community be engaged at all levels and that we move expeditiously towards action that will cultivate the inclusive environment in which we aspire to do our work together.

The JEDI Committee welcomes allies and experts to help support the committee's purpose, vision and mission throughout KGI. Stakeholders within KGI will be invited to participate in quarterly meetings to provide input, feedback, and contribute towards JEDI initiatives.



Additional working groups may be formed to help actively work towards goals set forward by the JEDI committee.

### **Committee Roles and Responsibilities**

Committee members are expected to contribute:

- Regular meeting attendance (monthly or as determined by the Chair);
- Timely response to requests for information or assistance;
- Research or written guidance regarding student, faculty and staff trainings, policy, and program updates;
- Support for committee events and activities;
- Communication to their respective teams and departments about the objectives and upcoming activities of the JEDI Committee.

### **Objectives of the Committee**

The Committee will develop an annual work plan that addresses the below objectives for Cabinet approval;

1. Develop recommendations for education/curricula, training, policies, practices and cultural events that foster a more diverse, equitable, and inclusive cultural environment for students, faculty and staff.
2. Review our agency tools, policies, and practices regularly to ensure continued progression towards equitable practices related to the recruitment and retention of students (prospective, current, and future) faculty and staff.
3. Promote connections and alignment of needs, priorities and goals of students, staff and faculty across campus, stressing the importance of, and the Institute's collective commitment to, this valuable work of institutional transformation around the values of diversity and inclusion.

### **Charter Review**

The charter will be reviewed by the Committee members at the beginning of each biennium and revised if needed.

Charter revisions will be reviewed and approved by Cabinet.