

CHARTER

Portland Community College

Board of Directors

Subcommittee on Diversity, Equity, and Inclusion

While many factors contribute to strong and effective board and staff leadership, we believe that a commitment to diversity, equity, and inclusion (DEI) is essential to making this a reality.

As stewards of Portland Community College, its mission and purpose, we are called upon to help the institution further its DEI goals. As a board, we must embrace and celebrate our common humanity and the inherent worth of all people. In doing so, we must also acknowledge that a sociopolitical climate of growing intolerance and inequity is a challenge to our democratic values and ideals.

Divisions along economic, racial, religious, gender, and political lines have created an increasingly polarized society. And the complex issues and dynamics at the intersections of race, class, gender, and sexuality call for deeper thinking as we seek to understand one another and continue to effectively advocate for Portland Community College.

Higher education institutions play a unique role in bridging these divides and creating solutions. Community colleges in particular have the power to bring together communities and to speak out against and change longstanding systems and policies designed to benefit some groups while marginalizing, excluding, or harming others.

Creating more inclusive and equitable educational attainment is at the core of PCC's mission. Indeed, a commitment to diversity, equity, and inclusion reflects the context in which the institution operates. PCC acknowledges that to fulfill its mission, it must understand and embrace the full diversity of the communities it serves and the societal realities that affect us all.

We believe that Portland Community College will be better able to do this work effectively and with authenticity when if it is led by a board that is diverse, inclusive, and focused on equity:

- **Diverse:** The individual leaders who compose the board are a reflection of an organization's values and beliefs about who should be empowered and entrusted with its most important decisions. We believe that PCC can better

achieve its missions by drawing on the skills, talents, and perspectives of a broad and diverse range of leaders, and that the diversity of viewpoints that comes from different life experiences and cultural backgrounds strengthens board deliberations and decision making.

- **Inclusive:** The most effective boards work to build a culture of trust, candor, and respect – none of which is possible without a culture of inclusion. Boards that cultivate an inclusive culture ensure that all board members are encouraged to bring their perspectives, identities, and life experience to their board service. An inclusive board culture welcomes and celebrates differences and ensures that all board members are equally engaged and invested, sharing power and responsibility for the organization’s mission and the board’s work.
- **Equity-Focused:** Boards play a critical role in helping organizations understand the context in which they work and how best to prioritize resources and strategies based on that reality. An awareness of how systemic inequities have affected our society and those the institution serves enables boards to avoid unintentional biases that can lead to flawed strategies, and creates powerful opportunities to deepen the organization’s impact, relevance, and advancement of its mission.

As leaders and policy-making bodies for community colleges, boards of directors help to ensure that the college articulates and upholds its purpose, its values, and its responsibility to advance opportunity and equitable student success (*modified from BoardSource, 2017*).

DIVERSITY, EQUITY, AND INCLUSION SUBCOMMITTEE

MISSION:

The PCC Board of Directors’ Subcommittee for DEI is responsible for ensuring continuing Board and institutional progress toward the intentions of PCC’s strategic plan (Theme 5), Board goals concerning diversity, equity and inclusion, and the president’s work plan objectives that focus on opportunity and equitable student success.

The subcommittee will be kept apprised of College DEI priorities and processes as well as the College’s implementation of programs and initiatives.

The subcommittee will work with the PCC President to establish strategies and resources to support the college to advance its goals related to DEI.

The subcommittee will work with College leaders in DEI to ensure that Board members are familiar with and able to represent to community stakeholders the on-going efforts underway at the college (e.g. cultural competency trainings, professional and faculty development work in DEI, Social Justice workshops, etc.).

ROLES AND GENERAL RESPONSIBILITIES:

The DEI subcommittee will:

- Understand and create commitment to the College's identified goals concerning DEI.
- Assist the PCC Board in incorporating diversity, equity, and inclusion into Board goals and priorities
- Strive to utilize tenets of Critical Race Theory (Take 5) in Board decision-making.

STRUCTURE AND MEMBERSHIP

Membership. The DEI subcommittee will be comprised of two (2) Directors, PCC's Chief Diversity Officer, a member of the President's Cabinet and DLDC, a Community Relations Manager, and a member of the District Student Council.

For 2017-2019: Director Sonnleitner; Director Alyajouri; Dr. Baker-Flowers; Dr. Fordham; Chabre Vickers; student, TBA.) The Board Chair will designate the convener of the subcommittee who will keep notes, records, and action items of meetings.

Meetings. The subcommittee will keep such records of its meetings as it shall deem appropriate. Members not able to attend meetings may designate a proxy to represent their opinions and who are empowered to vote on their behalf. All records, notes, and action items will be kept by the Board Assistant.

Reports to Board. The subcommittee will report regularly to the Board [work session]. The subcommittee will contribute to planning regarding all Board development and training in diversity, equity, and inclusion.

Charter. Bi-annually, the Committee will review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval.

Annual Self-Evaluation. Bi-annually, the subcommittee will evaluate its performance. The convener of the subcommittee, together with the PCC Board Chair and College President, will determine the form and nature of the bi-annual

self-evaluation. The convener of the subcommittee will report the results of the evaluation to the Board.

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