

## **UMSL Chancellor's Cultural Diversity Council**

### **Statement of Understanding**

The University of Missouri-St. Louis Chancellor's Cultural Diversity Council exists to provide advice, assistance, and support to the chancellor and the campus in promoting diversity in all aspects of institutional life. The CCDC is dedicated to upholding the University of Missouri-St. Louis's commitment to creating an engaging and harmonious climate where the talents of diverse faculty, staff, and students flourish, and to facilitating an environment of inclusion that is nurtured through respect, tolerance and cooperation. The CCDC is comprised of diverse members from several units, groups and aspects reflective of the campus community.

#### Membership Categories

There are 3 categories of council membership:

1. Unit representative or elected office: Members of this category are selected to represent a unit or office that represents a diverse faculty or staff population of interest to the CCDC's mission. Unit representatives will be appointed by the head of that unit.
2. Student organizational representative: Members of this category are selected to represent diverse student organizations and/or student populations of interest to the CCDC's mission
3. Membership at large: Members of this category are nominated by members of the campus community based on their alignment with the CCDC's mission.

#### Terms

Members shall be appointed for one (1) three-year term. Subsequent terms can be served if the member remains willing to support the mission of the CCDC and participate actively in the council. There is no limit to the number of terms that a council member can serve, but after one term, members are required to spend one year inactive before resuming service. Memberships based on department representation or elected office are not subject to term limitation.

#### Expectations

Council members are expected to be well informed about current diversity trends and on campus issues, and represent the CCDC throughout the campus.

Council members should support and encourage diversity events, initiatives, and work.

Council members are expected to attend at least 75% of all council meetings per academic year and participate actively on at least one committee during each academic year. Some committee work outside of council meetings maybe required. Council members are expected to work collaboratively with other members and focus on positive strategies to enhance campus diversity. The chancellor or council co-chairs may call special council meetings at his or her discretion.

## Committees

Members of the CCDC are asked to serve on at least one committee that reports back to the council at monthly meetings. Each committee will meet separately from the council as needed and work with a staff liaison to accomplish goals the committee sets. Committee chairs are expected to report at council meetings.

Faculty Committee

Staff Committee

Student Committee

Additional ad-hoc committees may be appointed by CCDC co-chairs as needed.

## Estimated Annual Time Commitment

Full CCDC Meetings (10 per year): 15 hours

Committee Meetings (10 per year): 10 hours

Events: ~12 hours

Additional External Work (as needed)

Total: 37-40 hours per year

## Responsibility Statement

Council members are ambassadors for the University of Missouri-St. Louis and are trusted to exercise, support, and promote diversity throughout the campus community, ethical behavior, professionalism, and good judgement as representatives of the council.

In turn, the Chancellor, co-chairs, and staff are responsible to you in a number of ways:

The chancellor pledges to take all advice and counsel seriously and to be as transparent as possible in presenting university matters.

You will receive ongoing diversity development, exposure, and information about the work of the university.

You can call on the co-chairs at any time to discuss programs and diversity policies, goals, and objectives.

You can count on the staff to support the CCDC's work in every way possible.

You can expect the staff and the CCDC members to make this a rewarding and fulfilling experience.

We will do our best to make CCDC meetings meaningful and productive.

Co-chairs and staff will respond to the best of their ability in a straight forward and thorough fashion to any questions you have that you consider necessary to carry out your responsibilities to the CCDC and the university.

The co-chairs in consultation with the Chancellor will review any exceptions to the Statement of Understanding and determine any adjustments as needed to fulfill the mission of the CCDC.

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Chancellor's Cultural Diversity Council Member

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Date

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Chancellor Thomas F. George

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Date