

Department of Medicine Diversity Council Charter

MISSION

The Diversity Council is committed to advancing the strategic goal of supporting diversity, equity and inclusion as being integral to our mission and aligned with the University of Minnesota and MHealth/Fairview:

- Developing an inclusive and equitable organizational culture
- Diversity awareness/education through formal or informal education
- Serve as an advisory group for mentorship and education

DUTIES AND RESPONSIBILITIES

Members are expected to contribute to action groups focusing on the top priorities identified by the Diversity Council.

Principle duties and expectations are to:

- Review the meeting agenda and supporting materials carefully before coming to meeting
- Actively attend meetings regularly (*65% of the primary Diversity Council meetings each year unless there are extenuating circumstances*)
- Actively engage, participate, and contribute in meetings and to the work of the committee and action groups and complete assigned action items in a timely manner
- Serve as ambassadors for creating and fostering an environment that is welcoming to all and liaisons for communicating and dissemination of information

MEMBERSHIP

The Diversity Council includes up to 25 members from the Department of Medicine in the following employee groups:

- Faculty
- Staff
- Advanced Practice Providers
- Trainees
- Ad-hoc members from affiliate sites (VA, Hennepin Healthcare, Regions, and Health Partners)

Members are expected to serve two year terms with an option of serving one additional year. The term cycle begins in January, but individuals may be added throughout the year with leadership approval.

Assigned Positions

Assigned positions are identified by department based on position:

- Vice Chair for Diversity Equity and Inclusion (Leadership Role)
- Associate Vice Chair for Diversity Equity and Inclusion (Leadership Role)

Application Process

- Applications are solicited annually in October/November by the committee and departmental leaders are also invited to nominate employees to serve on the Diversity Council
- Nominations and completed applications are submitted electronically via online form
- Selection of new members to fill current vacant seats will be made by the DEI Leadership

MEETING SCHEDULE

The Diversity Council will meet on a bi-monthly basis for one hour with occasional follow up work between meetings. Action Groups will determine their own schedule. As members are located in multiple divisions and buildings, the Council commits to maintaining an inclusive meeting environment by providing a hybrid option, holding meetings virtually via Zoom in addition to those able to attend in-person meetings in the future.

DEFINITIONS

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 practices that seek to understand and appreciate the interdependence of humanity, cultures, and the natural environment.

Equity: Ensuring that everyone has support and access to the resources needed to be successful and identifying and eliminating barriers that have prevented the full participation of communities most impacted by systemic oppression.

- Improving equity involves increasing justice and fairness within the 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.
- 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 varying obstacles and inequities.

Inclusion: Ensuring that people of all backgrounds, identities, abilities, perspectives, and beliefs have an equal opportunity to belong, achieve, and contribute to their communities. An inclusive institution promotes and sustains a sense of belonging; it values and practices respect where all people are recognized for their inherent worth and dignity, talents, beliefs, backgrounds, and ways of living.

Cultural Competency: An understanding of how institutions and individuals can respond respectfully and effectively to people from all cultures, economic statuses, language backgrounds, races, ethnic backgrounds, disabilities, religions, genders, gender identifications, sexual orientations, veteran statuses, and other characteristics in a manner that recognizes, affirms and values the worth, and preserves the dignity, of individuals, families and communities.

Allyship & Advocacy: When a person of privilege works in solidarity and partnership with a marginalized group of people to help dismantle systems that challenge a group's basic rights, equal access, and ability to thrive in society or workplaces.