



## **Cultural Equity and Belonging Advisory Council**

The Cultural Equity and Belonging Advisory Council will work with the President and Director of Cultural Equity and Belonging (Director of CEB) to advise on the cultural equity and belonging needs of the NEC community. The Council welcomes students, alumni, faculty, staff, and board members to help the institution support and sustain a safe learning and working environment where all voices are valued and individuals feel a sense of belonging and connection to one other. To the degree possible, the Council will include geographical representation and demographics concerning (but not limited to): race, color, religion, gender, sexual orientation, gender identity, national or ethnic origin, age, physical disability, and economic status.

### **Scope of Work for the CEB Advisory Council:**

- Promote action around cultural equity, belonging, and access issues.
- Promote participation of students and staff in educational activities that support and encourage equity and inclusion.
- Promote practices that continue to make NEC's cultural equity policy actionable and advocate for the needs and concerns of all students, staff, and faculty, especially those who have been historically underrepresented and/or marginalized.
- Promote the recruitment, support, and retention of faculty and staff from diverse backgrounds.
- Promote diversity and inclusion initiatives, actions, outcomes, and results to all interested stakeholders.

### **Duties and Responsibilities of Council Members**

- Participate in one 2-hour virtual orientation meeting if new to the Council.
- Attend two 90-minute virtual meetings per academic year (one each semester).
  - *Participation on any additional committees or in small group meetings will be entirely voluntary*
- Use the institution's cultural equity and belonging lens as a filter for all decisions made.
- Participate with a growth mindset, be mindful of one's position and influence, and provide input with an emphasis on respect and consideration of others.

**Length of Council Work:** Advisory Council members will serve two-year renewable terms, and a member can serve up to three terms before having to take one term off. Students, staff, faculty, or board members who have a change in NEC affiliation during their term may be asked to step down from the Council.

**Council Member Recruitment and Confirmation:** Each winter, NEC will accept self-nominations from members of the NEC community to fill vacant seats on the Council. The President and Director of CEB will review each application and confirm new members by the spring.