

## Wentworth Institute of Technology Inclusive Excellence Committee Charter

### Mission

The mission of the Inclusive Excellence Committee is focused on three key areas supporting diversity, equity, and inclusion (“DEI”) at Wentworth including:

1. Developing recommended strategies for the Board to incorporate DEI best practices into the Board’s governance, structures, and processes;
2. Establishing strategies and mechanisms for the Board to provide support and oversight of the University’s progress in advancing and achieving its DEI strategic goals; and
3. Developing recommended strategies for the Board to make contributions in Wentworth’s local community that support DEI.

### Responsibilities

The committee’s primary responsibilities in carrying out the above-stated mission include:

1. Recommend strategies to the Board and its committees for incorporating a DEI framework into the Board and its committees’ policies, practices, processes, operations, structure, composition, agenda development, and decision-making;
2. Partner with the Trusteeship and Governance Committee to review the Board’s make-up, to develop a composition plan for increased diversity, and support the continued development and recruitment of a diverse pipeline of trustee candidates to achieve that composition plan;
3. Oversee the development and implementation of ongoing educational programming for trustees to learn about and understand the impact of structural inequity in higher education and beyond on several levels, including organizational (policies, procedures, etc.), cultural (values, symbols, traditions, forms of communication), interpersonal (inappropriate behavior directed at someone), and personal (unconscious bias, marginalization, etc.);
4. Recommend Board strategies and continually evaluate human and financial resources needed for supporting the president and senior leadership in their efforts to advance and achieve the University’s DEI strategic goals;
5. Participate in a cross-institutional campus community dialogue to identify those characteristics and outcomes that would affirm that Wentworth is inclusive, anti-racist, socially just, and educationally equitable;
6. Partner with the Audit Committee to recommend criteria for reviewing all institutional policies, practices and procedures in an effort to identify and eradicate systemic bias contributing to inequity at the University; and
7. Recommend steps for the Board to take in examining Wentworth’s business practices for ensuring they foster diversity, equity, and inclusion in the local community.

### Composition and Delegation

The members and chair of the Inclusive Excellence Committee shall be appointed by the Chair of the Board for renewable one-year terms or as necessary to fill vacancies in the interim, all subject to the approval of the Board. The Trusteeship and Governance Committee may assist the Board Chair by making committee membership recommendations. The committee shall be comprised of at least six trustees, including *ex officio* and elected trustees, and may include up to three University Advisers. The President shall assign to the committee designated member(s) of the administrative staff to assist the committee with its work.

### Meetings

In accordance with the applicable provisions of the Corporation’s Bylaws, as amended from time to time, the committee shall meet at such times and places as the members deem advisable.

Last reviewed and approved by the Inclusive Excellence Committee on October 27, 2021

### Minutes

Minutes of each meeting of the committee shall be prepared and sent to the committee chair for review within two weeks of each meeting. Once the committee chair completes their review of the draft minutes, the draft minutes will be distributed to all committee members for review and be approved at the following scheduled committee meeting. Minutes of all meetings will be shared with the full Board of Trustees. The committee will also report to the Board on any significant matters arising from the committee's work.

### Evaluation

The committee shall review this Charter at least annually and, if appropriate, propose changes of the Charter to the Board. The committee shall perform an annual evaluation of the committee's performance and make applicable recommendations to the Chair of the Board.

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