

Idaho Diversity Network

Organizational Structure

Mission Statement:

In an effort to support Science, Technology, Engineering and Mathematics (STEM) fields within higher education in Idaho, Idaho EPSCoR established the Idaho Diversity Network (IDN) to foster communication across campuses to encourage the formation and dissemination of new ideas, values, and learning, and provides leadership to carry out integrative activities at a State level. The Network involves Idaho's public universities and 2 and 4 year colleges and assists in creating sustainable partnerships, and strengthening recruitment and retention efforts, particularly for underrepresented minorities and other underserved populations.

IDN Leadership Team:

- The IDN Leadership Team consists of existing staff/faculty currently serving in a STEM, Education, and/or Diversity-related role with an Idaho institution (both research and 2-4 year colleges), school district, or educational/community agency targeting an underserved population in Idaho.
- The IDN Leadership Team will consist of representatives from participating institutions (not to exceed 6 team members in total) and team members will serve until a formal organizational structure with elected leadership is established.
- IDN Leadership Team responsibilities:
 1. Facilitate formal Network meetings when needed
 2. Develop a formal organizational structure for the IDN which includes leadership positions, process for appointing positions, position terms, and roles and responsibilities of the Leadership Team
 3. Identify and prioritize Network goals and objectives via facilitated strategic planning processes
 4. Form and facilitate working group meetings on specific IDN goals & objectives
 5. Ensure progress is being made on action-items
 6. Assist with updating IDN website and contributing to IDN publications

General IDN Membership:

- General IDN Membership includes participants currently affiliated in an official capacity (in a STEM, Education, and/or Diversity-related role) with an Idaho institution (both research and 2-4 year colleges), school district, or educational/community agency targeting an underserved population in Idaho. Stakeholders and those engaged in Idaho's workforce development STEM and Diversity initiatives are also welcome to participate.

- IDN Membership opportunities:
 1. Participation in Network meetings and/or other Network sponsored events
 2. Engage and support the Idaho Diversity Network in achieving strategic goals
 3. Serve as one of the primary communication channels between IDN and their institution or organization for statewide level planning, prioritization, and decision making
 4. Contribute to IDN website and communication efforts
 5. Be listed as Diversity/STEM members/resources on the Idaho Diversity Network website

Meetings:

- The Network (Leadership Team and general membership) will meet once per semester (including summer) or at other intervals, as needed, to meet IDN goals and objectives. Official meetings will include both in-person and conference call meetings. Additional smaller working groups will also convene as needed.
- The IDN Leadership Team will establish meeting agendas and will share meeting outcomes on IDN website and via IDN email list-serve.
- A simple majority voting rule will be used as the primary decision making process by the IDN in order to conduct and implement Network business.
- The Leadership Team will meet additionally as needed either electronically or in person in order to carry out responsibilities. Working groups will meet as necessary and will be facilitated by a Leadership Team member designated as the working group lead.