PURPOSE: The purpose of this School of Veterinary Medicine (SVM) policy document is to define the role and membership of the SVM Cultural Competency Council.

DATE OF POLICY: 01SEP2021.

REVIEW: This SVM Policy shall be reviewed every third year by the SVM Cultural Competency Council. Revisions will be forwarded to the Dean’s Executive Leadership Council for review and disposition.

POLICY/PROCEDURE

BACKGROUND: Integration of cultural competency across the TTU SVM will strengthen our understanding and perspectives of different cultures and belief systems, promote self-awareness of one’s interaction in cross-cultural settings, and foster an inclusive environment. Mission-focused activities of the Cultural Competency Council (CCC) will help inform approaches to recruitment, admission policies, curricular development, opportunities for experiential learning, and community engagement. Within these four areas, the CCC will develop recommendations for the Dean’s Executive Council to advance cultural competence across the TTU SVM.

ROLE OF THE COUNCIL: The roles of the TTU SVM Cultural Competence Council are to:

1. Create a welcoming culture of inclusion;
2. Improve the ability of the TTU SVM to meet its mission of serving the culturally diverse rural and regional communities of Texas and New Mexico; and
3. Expand opportunities for the TTU SVM to develop culturally competent graduates.

Activities of the Council
The Council will perform its work relative to the mission of the TTU SVM. Activities of the CCC may include:

- Investigate, identify and articulate cultural barriers that reduce the likelihood that high-school students consider a career in veterinary medicine;
- Provide advice to relevant committees to inform recruitment activities and development of materials for high-schools and community colleges that increase awareness of the value of veterinary medical education among students;
- Provide recommendations that reduce cultural barriers to admission to professional education;
- Work to enhance cultural awareness among the TTU-SVM leadership, faculty, staff and student body;
- Develop approaches to provide improved veterinary care in underserved and culturally diverse communities;
- Identify opportunities to promote cultural competency among TTU SVM team members;

REPORTING: The Cultural Competence Council reports to the Dean’s Executive Leadership Council.
COUNCIL MEMBERSHIP AND MEETINGS: This Council will be made up of 8-10 members, representing faculty, staff, students, and community members. Each Council member will be selected based on nominations by faculty, staff, or by self-nomination. The dean will select community partners in consultation with the CCC chair(s).

- Five faculty members
- Two TTU SVM staff members
- Two TTU SVM student members
- Two community members
- *Ex officio* member from Admissions Committee (non-voting; appointed by the Admissions Committee)
- *Ex officio* member from Curriculum Committee (non-voting; appointed by the Curriculum Committee)
- One non-voting staff for record keeping

Leadership and Term Lengths
Term lengths of initial members will be one or two years. Subsequent terms will be two years. Members can be renominated upon completion of their terms. The Dean will select the initial Chair and/or Co-Chairs and they shall serve a term of 2 years. Subsequently, CCC members will elect the Chair(s) and the Chair(s) will serve in that role for 2 years.

Quorum
A quorum, which will consist of 60% of the voting membership of the Council, will be required for all meetings in which issues are to be brought to a vote.

Meeting Frequency and Agenda
The CCC will meet monthly, and agenda will be shared among CCC members at least 48 hours prior to the set meetings.