

PA 3: Inclusive and Participatory Governance

3 points available

Rationale

This credit recognizes institutions that engage campus and community stakeholders in the ongoing governance of the college or university. Governance includes a variety of organizational functions and decision-making processes, from financial oversight and personnel management to goal-setting and strategic planning. Sustainability requires inclusive and participatory processes and structures that empower stakeholder groups to come together and work collaboratively to address sustainability challenges through access to and involvement in institutional governance. Without transformed governance structures, many sustainability gains cannot be realized.

Applicability

This credit applies to all institutions.

Criteria

Part 1. Shared governance bodies

Institution has formal participatory or shared governance bodies through which the following campus *stakeholders* can regularly participate in the governance of the institution (e.g., decision-making processes, plan/policy formulation and review):

- Students
- Academic staff (i.e., faculty members)
- Non-academic staff

The bodies may be managed by the institution (e.g., formal boards, committees, and councils), by stakeholder groups (e.g., independent committees and organizations that are formally recognized by the institution), or jointly (e.g., union/management structures).

Part 2. Campus stakeholder representation in governance

Institution's *highest governing body* includes individuals representing the following stakeholder groups as official (voting or non-voting) members:

- Students
- Academic staff (i.e., faculty members)
- Non-academic staff

Part 3. Gender equity in governance

Women (and/or individuals who do not self-identify as men) comprise at least 20 percent of the official members of the institution's highest governing body.

Part 4. Community engagement bodies

Institution hosts or supports one or more formal bodies through which external stakeholders (i.e., local community members) have a regular voice in institutional decisions that affect them. Examples include campus-community councils, “town and gown” committees, community advisory panels, and regular multi-stakeholder forums that are convened at least once a year.

Part 4 of this credit recognizes institutions that are proactive in creating opportunities for community members to contribute to and participate in the institution's decision-making processes. The institution's contributions to and participation in community decision-making processes do not count.

Scoring

Each part is scored independently.

Part 1

An institution earns 0.25 points for each stakeholder group listed up to the maximum of 0.75 points available for Part 1.

Part 2

An institution earns 0.25 points for each stakeholder group listed up to the maximum of 0.75 points available for Part 2.

Part 3

An institution earns the maximum of 0.75 points available for Part 3 when at least 40 percent of the official members of the institution's highest governing body are women (and/or individuals who do not self-identify as men). Partial points are awarded when at least 20 percent but less than 40 percent of the members of the governing body are women, i.e., an institution with a governing body of which 20-39 percent of the members are women would earn 0.375 (half of the points available for Part 3).

Part 4

An institution earns the maximum of 0.75 points available for Part 4 for hosting or supporting one or more formal bodies through which external stakeholders have a regular voice in institutional decisions that affect them. Partial points are not available for Part 4.

Reporting Fields

Required

Part 1

- ☐ Does the institution have formal participatory or shared governance bodies through which the following stakeholders can regularly participate in the governance of the institution (e.g., decision-making processes, plan/policy formulation and review)?
 - ☐ Students (e.g., a student council)
 - ☐ Academic staff (e.g., a faculty senate)
 - ☐ Non-academic staff (e.g., an employee council)

If yes, to any of the above, provide:

- A brief description of the institution's formal participatory or shared governance bodies

Parts 2 and 3

- ☐ Total number of individuals on the institution's highest governing body
- ☐ Number of students representing their peers as official members of the institution's highest governing body
- ☐ Number of academic staff representing their peers as official members of the institution's highest governing body
- ☐ Number of non-academic staff representing their peers as official members of the institution's highest governing body
- ☐ Number of women (and/or individuals who do not self-identify as men) serving as official members of the institution's highest governing body
- ☐ Website URL where information about the institution's highest governing body may be found

Part 4

- ☐ Does the institution host or support one or more formal bodies through which external stakeholders (i.e., local community members) have a regular voice in institutional decisions that affect them?

If yes, provide:

- A brief description of the campus-community council or equivalent body that gives external stakeholders a regular voice in institutional decisions that affect them

Optional

- ☐ Number of people from underrepresented groups (e.g., national, ethnic, religious, and linguistic minorities) serving as official members of the institution's highest governing body
- ☐ Website URL where information about the institution's governance structure is available
- ☐ Additional documentation to support the submission (upload)
- ☐ Data source(s) and notes about the submission
- ☐ Contact information for a responsible party (an employee who can respond to questions regarding the data once it is submitted and available to the public)

Measurement

Timeframe

Report on current policies and procedures at the time of submission.

Sampling and Data Standards

Not applicable.

Standards and Terms

Highest governing body

An institution's highest governing body is the body with ultimate decision-making authority over the institution (e.g., the power to hire and fire the institution's chief executive). This body might be called the

board of trustees, board of governors, board of overseers, board of visitors, or some other nomenclature. For institutions that are part of larger systems, the highest governing body is typically the system-wide board.

Stakeholders

Consistent with the AccountAbility Stakeholder Engagement Standard (AA1000SES), stakeholders are defined as follows:

Stakeholders are those groups who affect and/or could be affected by an organisation's activities, products or services and associated performance. This does not include all those who may have knowledge of or views about the organization. Organizations will have many stakeholders, each with distinct types and levels of involvement, and often with diverse and sometimes conflicting interests and concerns.