

Equity & Inclusion Council

Bylaws

Article I. Purpose of the Equity & Inclusion Council

Section 1. To embrace opportunities for the College of Arts & Sciences to promote equity and inclusion in research and scholarly activities, teaching, service, recruitment and retention of faculty, staff, and students, and to develop a culture where everyone can be their authentic self.

Section 2. To ensure the voices of the faculty and staff from across the college are included in the promotion of equity and inclusion in the College of Arts & Sciences.

Section 3. To make certain the College of Arts & Sciences is fulfilling its mission to ensure diversity of people and ideas.

Section 4. To work to foster a sense of trust and openness.

Section 5. To share information openly and honestly.

Section 6. To honor and value the lived and learned experiences of all individuals.

Section 7. To support academic departments and programs in the College of Arts & Sciences achieve their respective equity and inclusion goals.

Section 8. To align ourselves with the university mission by affirming the contributions of diverse peoples, cultures, and thought and to promote intellectual, social, and economic development for everyone.

Article II. Defining Diversity, Equity & Inclusion

We define DEI as follows:

Diversity is the practice or quality of including or involving people from a range of different social and ethnic backgrounds. We consider diversity as including, but not limited to, race, ethnicity, age, sex, gender identity, sexual orientation, religious orientation, disability status, socioeconomic status, national origin, ideological/philosophical viewpoints, and the intersection of these multiple identities.

Inclusion is the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized.

Equity is providing access, fairness, and impartiality to every faculty, staff, and student in the College of Arts & Sciences.

Article III. Membership

Section 1. All members of the council are appointed by the associate dean for equity and inclusion.



Section 2. All members of the council, with notable exceptions, shall come from the College of Arts & Sciences.

Section 3. The directors of Black American Studies, Women's, Gender, and Sexuality Studies, and the Language & Culture Resource Center, as well as a representative from the Robertson Pride Center and the dean of students, shall have automatic membership.

Section 4. A term shall be for three years. Incumbents may elect to serve an additional term with the approval of the associate dean for equity and inclusion only after the associate dean for equity and inclusion makes a strong effort to find a suitable replacement. No member of the Council, with the exception of the aforementioned individuals, shall serve more than six consecutive years on the council. A member may rejoin the Council after an absence of one academic year.

Section 5. The council shall have at least one member from the following areas: 1) Humanities, 2) Social Sciences, 3) Natural Sciences, 4) STEM, and 5) the Arts.

Section 6. One member shall come from undergraduate admissions.

Section 7. One member shall come from the College of Graduate and Continuing Studies.

Section 8. The associate dean for equity and inclusion shall create and maintain an equity and inclusion group made up of undergraduate and graduate students from Arts & Sciences.

Section 9. The Faculty Senate shall select one faculty member from Arts & Sciences to serve on the Council.

Section 10. The Staff Senate shall select one staff member from Arts & Sciences to serve on the Council.

Section 11. All terms shall begin in August 2022.

Section 12. New members of the council will be added, if needed, in odd years.

Article IV: Meetings

Section 1. The Equity & Inclusion Council shall meet at least once during the following months: August, September, October, November, December, January, February, March, April, and May.

Section 2. There shall not be any scheduled meetings during the months of June and July.

Section 3. Meetings may be in-person or online. Decisions regarding modality will be made by the associate dean for equity and inclusion.

Section 4. There shall be an annual retreat each year in August. The annual retreat will be in-person.



Section 5. Meeting agenda, minutes, various materials and readings, and any other relevant work product of the Council will be housed in Teams.

Article V: Responsibilities of the Equity & Inclusion Council

Section 1. The council is the formal body created to advise the associate dean for equity and inclusion. The council will collaborate with the associate dean to promote equity and inclusion through active collaboration, programming, and participation.

Section 2. Members of the council shall take affirmative steps to promote equity and inclusion in their respective jobs and areas within the College of Arts & Sciences.

Section 3. The Council will work to develop trust and respect within College of Arts & Sciences.

Article VI: Responsibilities of the Associate Dean for Equity & Inclusion

Section 1. The ADEI shall convene the council during the months of August, September, October, November, December, January, February, March, April, and May.

Section 2. The ADEI shall regularly update the council as to the day-to-day operations of the Office of Equity & Inclusion. In addition, the ADEI shall inform the College of Arts & Sciences about the progress of major initiatives of the Council and the Office of Equity & Inclusion.

Section 3. The ADEI shall appoint all members of the council. The ADEI shall seek input and collaboration from the Council as well as the Dean of the College of Arts & Sciences.