

**College of Liberal Studies
Diversity Committee Bylaws**

Article I. Mission and Vision.

Section A. Mission.

The Diversity Committee of the College of Liberal Studies is a standing committee that advises the Dean on matters of diversity affecting the College and facilitates the development of curriculum, teaching, research, and service on diversity issues.

Section B. Vision.

The CLS Diversity Committee envisions a University that fosters humanitarian problem-solving around diversity issues by expanding and deepening all relevant bases of knowledge, expression, and inquiry within the university community. The Committee sees a university role in combating the nation's history of oppressions that affect entire groups, mitigating the historic assumptions of institutions of higher education that can compromise an individual's participation in college, and enriching the campus and the community. The Committee recognizes that the concept of diversity encompasses acceptance and respect for difference. Diversity is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity within each individual.

Section C. Definition of Diversity.

Diversity refers to the variety of backgrounds, experiences, and perspectives which arise from differences in characteristics such as race/ethnicity, gender, culture, religion, mental or physical abilities, age, sexual orientation, and socioeconomic status.

Section D. Position Statement.

The CLS Diversity Committee recognizes three reasons for promoting diversity. The first is that the United States' history of cultural and institutional oppression has excluded, stigmatized, or exploited entire groups in ways that can affect an individual's entire life. This oppression has often been a result of people's race and/or ethnicity, colonial or post-colonial status, gender, sex and/or gender identity, economic status, sexual orientation, age, religion, and ability and/or physical appearance. The second reason for promoting diversity is that certain historical assumptions of institutions of higher education can render an individual's full participation in a university setting difficult. Groups that may be affected by these assumptions include those whose learning styles, language and/or dialect, personal response patterns, educational background, geographical roots, work experience and work modes, marital status, parental status, dietary differences, and military experience differ from the norm. The third reason for promoting diversity is that a diverse population (of students, staff, instructors, and administrators) can enrich the campus and the community through non-exploitative exchanges. Members of all of the above-mentioned groups, as well as any persons with geographical roots or citizenship outside the United States contribute to this general campus enrichment.

Article II. Goals and Strategies.

Section A. Goals.

1. To promote the mission of the Committee.
2. To identify and study diversity issues and concerns.
3. To identify the major barriers to its vision through on-going campus-wide dialogue.
4. To facilitate and promote on-going opportunities for members of the College of Liberal Studies to discuss diversity-related issues.
5. To help to create and maintain an environment that values diversity.

Section B. Strategies.

1. The Committee will develop and annually review and refine its long-term, goal-oriented strategic plan for addressing barriers to diversity.
2. The Committee will work with a broad range of students, staff, administrators, faculty, organizations, and offices both within and outside CLS to achieve the Committee's goals.
3. The Committee will collect, assess, and disseminate information on the goals identified in its strategic plan.
4. The Committee will use assessment procedures to refine its strategic plan.
5. The Committee will make recommendations to the Dean for enhancing programs, services, activities, and the curriculum concerning diversity.
6. The Committee will report on its efforts to the College and the campus community.

Article III. Membership & Officers of the Diversity Committee.

Section A. Membership.

1. The Diversity Committee will consist of a minimum of seven faculty and one student member from the College of Liberal Studies who are appointed by the Dean. At least one faculty member should represent each of the **four** major areas of the College: the Social Sciences, Humanities, School of Arts and Communication and **Educational Studies**. In addition, an associate dean from the College will serve on the Committee.
2. All members appointed to the Committee will be voting members.

Section B. Officers.

The Diversity Committee Chair will be elected by a majority vote of the Committee. The Committee will also elect a secretary by the same process.

Section C. Appointment of New Members.

1. When vacancies occur, the Chair of the Diversity Committee will notify the Dean of the College of Liberal Studies of that fact. The Dean will then appoint a replacement from the College.
2. The Committee may recommend to the Dean replacement of a member for non-attendance.

Section D. Terms of Office.

1. The terms of office for faculty Committee members will be three academic years with the possibility of reappointment. Appointments will be staggered so that approximately one-third of the terms expire each year.
2. Student appointments will be one year with the possibility of reappointment.

Article IV. Duties of the Chair and Secretary.

Section A. Duties of the Chair.

1. Report on the activities of the Diversity Committee to the Dean of the College of Liberal Studies.
2. Delegate tasks to the individual members of the Committee after consultation with the Committee membership.
3. Hold regular meetings of the Committee for the purpose of carrying out the duties of the Diversity Committee. The Committee will meet a minimum of three times per semester.
4. Conduct meetings of the Committee (chair or chair's designee).
5. Maintain contact with other diversity-focused campus groups either directly or through delegation.

Section B. Duties of the Secretary.

1. Record minutes of the meetings of the Diversity Committee.
2. Forward a copy of the minutes to all members of the Diversity Committee prior to their next meeting.
3. Forward the Committee minutes to the Dean after they have been approved by a majority vote of the Committee.
4. Archive the Committee's files to insure easy transition and access to previous activities and recommendations.

Article V. Committee Operating Procedures.

Section A. Quorum.

1. A quorum consists of a simple majority of voting members.
2. A quorum is required for making decisions.

Section B. Operating Rules.

1. The Committee will endeavor to operate by consensus, observing the following principles:
 - a. Cooperation on the basis of shared goals for implementing the mission of the Committee;
 - b. Timely distribution of information;
 - c. Consultation with all concerned parties;
 - d. Respect for minority positions on all matters, but especially on matters of conscience; and
 - e. A commitment to timely action.
2. If consensus on a significant matter cannot be reached after careful consideration, any member of the Committee may call to invoke Robert's Rules of Order. Resolutions and other matters requiring a vote of the Committee will then be decided by a majority vote of the Committee members present.

Section C. Amendments to the By-laws.

By-laws may be amended by a vote of two-thirds of the voting members at two consecutive meetings.