

Student Inclusive Networking Committee (SINC)

1. Committee Description
 - a. The Student Inclusivity Networking Committee (SINC) is comprised of student staff passionate about making Rec Sports a more welcoming and inclusive environment for everyone. The committee strives to further the department's commitment to Equity, Diversity and Inclusion through staff training and assisting with departmental annual initiatives. SINC welcomes all Rec staff to join and values self-reflection, critical thinking, open discussion and building community.
2. Committee Responsibilities
 - a. Build departmental trainings and educational opportunities with a large focus on building bi-annual service staff EDI discussions and fall staff training
 - b. Participate in regular discussion and education within EDI topics such as identity work, privilege, race, gender inequality and size inclusivity
 - c. Assist in departmental initiatives that aim to enhance inclusivity programming and education for staff and students.
 - d. Serve as liaison between committee and departmental service areas represented, encouraging discussion, dissemination of information, and generation of ideas between groups
 - e. Other responsibilities as assigned/deemed appropriate based on departmental need or interest of committee members
3. Time Commitment & Payment
 - a. Meetings
 - i. Meetings are twice a month for one hour
 - ii. Committee meetings are paid
 - b. Outside Work
 - i. Attend service area meetings in which some SINC updates, training and education will be presented occasionally. Outside work is unpaid.
4. Membership
 - a. Size of Committee
 - i. The committee shall be comprised of no more than 9 members
 - ii. A minimum of one representative from each service area is ideal and encouraged, though not required.
 1. Outdoor Connection
 2. Climbing Wall
 3. EZONE
 4. CSR
 5. BM
 6. Competitive Sports
 7. Fitness Center
 8. Marketing & Events
 - b. Application/Selection Process
 - i. An application will be available at the start of each semester
 1. Spring applications will only be accepted if there are vacancies on the committee
 - ii. Applications must be received by the first Wednesday of each semester

- iii. The committee advisor will select members in consultation with the Rec Sports pro staff
- c. Terms & Limits
 - i. Each member serves a one-year term. After their term, they would need to apply again to be on the committee
 - ii. Members may serve up to two years, however this may be extended if there are limited applications
- d. Advisor
 - i. The Rec Sports Equity Liaison should lead the committee, though not required.
 - ii. Nick Berg is the current advisor.
- e. Leadership
 - i. Roles
 - 1. The committee shall have one committee chair
 - ii. Criteria
 - 1. Past committee membership
 - 2. Preference is given to members who will be able to serve as a chair/co-chair for an entire academic year
 - iii. Selection
 - 1. The committee chair will be voted in within the first month of the fall and hold a 1-year term eligible for a second year if selected by the committee.
 - a. Interested chairs should complete an application
 - b. Applications will be reviewed by the entire committee
 - c. Voting will be held via a secret ballot at a meeting of the committee
 - iv. Duties
 - 1. Assist in the planning and facilitation of meetings.
 - 2. Lead meetings in the absence of the committee advisor
 - 3. Meet with the advisor weekly. Meetings are paid.
- f. Expectations
 - i. Attend and participate in all meetings. Email the advisor or chair of the committee by the day prior to the meeting to obtain an excused absence.
 - ii. Volunteer for work outside of committee meetings
 - iii. Attend committee events such as service area EDI discussions
- g. Removal of Members
 - i. Members will be removed from the committee at semester break if they meet one of the following criteria
 - ii. More than three excused meeting absences per semester
 - iii. More than two unexcused meeting absences per semester
 - iv. Miss a service area discussion in which they are helping facilitate without reason
- h. Benefits
 - i. Expand your understanding of your own identities and learn how to build and facilitate discussions around Equity, Diversity, and Inclusion
 - ii. Make a positive difference in the REC by supporting our Equity, Diversity, and Inclusion initiatives.
 - iii. An opportunity to get involved in the work of the department outside the service area



- iv. Represent other staff members in departmental decision making
- v. Serve as unofficial liaison between committee and departmental service areas represented to encourage discussion, dissemination of information, and generation of ideas between groups
- vi. Get to know and develop relationships with staff members from others service areas
- vii. Develop Eagle Advantage Career Ready Skills
- viii. Bolster your resume
- ix. Develop relationships with departmental professional staff
 - x. Provide service to the department
- xi. Members will receive a Rec Sports t-shirt at the end of the year if they finish the year in good standing