Diversity Committee Workgroup Recommendations

* A committee is needed in University Senate to meaningfully address diversity and inclusion
* The Chief Diversity Officer and Directors of Human Resources and Admissions (or an appointee from their offices) should sit on this committee
* In addition to elected faculty senators, at least one student and one staff representative should also be participants
* The workgroup has found two distinct paths to accomplish this goal (presented subsequently as versions “A” and “B”), each with their own potential advantages.
* The workgroup has not yet meaningfully discussed a committee name—those given in the suggested language for versions “A” and “B” are provisional

Version “**A**”: The creation of a new ***standing committee***

Potential Advantages: **Georgia College makes a bold statement through the creation of a new permanent standing committee from which the university community, in one voice, can identify issues, enhance relations, promote appreciation, and recommend transformational policy to further a positive climate of inclusive excellence.**

Suggested language:

V.Section2.C.5. *Diversity, Equity, and Inclusion Policy Committee*.

V.Section2.C.5.a. *Membership*. The Diversity, Equity, and Inclusion Policy Committee shall have no fewer than thirteen (13) and no more than fifteen (15) members distributed as follows: no fewer than seven (7) and no more than nine (9) members selected from the Corps of Instruction faculty, at least five (5) of whom are elected faculty senators, one (1) member who is the Chief Diversity Officer or an individual appointed by the Chief Diversity Officer as a designee in compliance with V.Section2.C, one (1) member who is the Director of Human Resources or an individual appointed by the Director of Human Resources to serve as a designee, one (1) member who is the Director of Admissions or an individual appointed by the Director of Admissions to serve as a designee, one (1) member who is a staff member appointed by a process determined by Staff Council, one (1) member who is a student appointed by a process determined by the Student Government Association, and one (1) member appointed by the University President in compliance with II.Section1.A.5.

V.Section2.C.5.b. *Scope*. The Diversity, Equity, and Inclusion Policy Committee shall review and recommend for or against policy related to inclusion, equity, and diversity, which includes, but is not limited to, policies relating to all institutional aspects of equitable access, success, and education of the university community on issues of diversity, inclusion, state and federal laws regarding protected classes, and university language relating to non-discrimination and diversity. In addition, this committee shall review and provide advice on procedures, guidelines, and employee and student professional development relating to institutional climate and priorities for ensuring justice, fairness, and equitable treatment to all members of the university.

Pursuing Version “A” may require a significant bylaws overhaul to reflect the addition of a new standing committee. (This has not been fully investigated by the work group.) ECUS will also need to discuss reducing the sizes of our other standing committees.

Version “B”: the creation of a permanent ***standing subcommittee*** under RPIPC

Potential Advantages: **not only would a new permanent standing subcommittee have equal power to all our other standing committees with regards to reviewing, advising, and recommending policy, it already fits within the existing senate structure.**

When one of our four standing committees has a set of issues within its scope that is not receiving enough attention, and the expectation is that this focus will require sustained attention in perpetuity, a permanent standing subcommittee is created. The creation of this standing subcommittee indicates that university senate considers the set of issues to be of such critical importance that it wants to ensure there is a group consistently and exclusively focused on it. There is a record of successful precedent with SCoN and SoCC (when curriculum was still under senate purview).

Suggested Language (with new language highlighted):

V.Section2.C.4. *Resources, Planning, and Institutional Policy Committee*.

V.Section2.C.4.a. *Membership*. The Resources, Planning, and Institutional Policy Committee shall have no fewer than thirteen (13) and no more than fifteen (15) members distributed as follows: no fewer than six (6) and no more than eight (8) members selected from the Corps of Instruction faculty, at least four (4) of whom are elected faculty senators, three (3) members who are selected staff senators, one (1) member who is the Chief Business Officer or an individual appointed by the Chief Business Officer to serve as a designee in compliance with V.Section2.C, one (1) member who is the Chief Information Officer or an individual appointed by the Chief Information Officer to serve as a designee, one (1) member who is a student appointed by a process determined by the Student Government Association, and one (1) member appointed by the University President in compliance with II.Section1.A.5.

V.Section2.C.4.b. *Scope*. The Resources, Planning, and Institutional Policy Committee shall review and recommend for or against policy relating to non-instructional personnel (including administrative personnel) and institutional budget and planning functions, which includes, but is not limited to, policies relating to recruitment, hiring, evaluation, welfare and development as well as compliance with local, state, and federal guidelines (e.g. affirmative action, ADA, homeland security), and institutional support functions of the university (e.g. technology, parking). In addition, this committee shall review and provide advice on master planning, strategic planning, and budgeting processes and provides advice, as appropriate, on other procedural matters that affect the general welfare of the institution and its employees.

V.Section2.C.4.c. *The Subcommittee on Inclusion, Equity, and Diversity*.

V.Section2.C.4.c.1 *Membership.* The Subcommittee on Inclusion, Equity, and Diversity is a permanent subcommittee of the Resources, Planning, and Institutional Policy Committee. It shall have no fewer than nine (9) and no more than eleven (11) members distributed as follows: no fewer than four (4) and no more than six (6) members selected from the Corps of Instruction faculty, at least two (2) of whom are elected faculty senators, one (1) member who is the Chief Diversity Officer or an individual appointed by the Chief Diversity Officer as a designee in compliance with V.Section2.C, one (1) member who is the Director of Human Resources or an individual appointed by the Director of Human Resources to serve as a designee, one (1) member who is the Director of Admissions or an individual appointed by the Director of Admissions to serve as a designee, one (1) member who is a staff member appointed by a process determined by Staff Council, and one (1) member who is a student appointed by a process determined by the Student Government Association.

V.Section2.C.4.c.2 *Scope.* The Subcommittee on Inclusion, Equity, and Diversity shall review and recommend for or against policy related to inclusion, equity, and diversity, which includes, but is not limited to, policies relating to all institutional aspects of equitable access, success, and education of the university community on issues of diversity, inclusion, state and federal laws regarding protected classes, and university language relating to non-discrimination and diversity. In addition, this committee shall review and provide advice on procedures, guidelines, and employee and student professional development relating to institutional climate and priorities for ensuring justice, fairness, and equitable treatment to all members of the university.