



COMMISSION ON DIVERSITY & RACIAL EQUALITY

BYLAWS

Adopted March 10, 2022

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ARTICLE I. NAME

The name of this Commission shall be the Commission on Diversity and Racial Equity (“CODRE” or the “Commission”).

ARTICLE II. PURPOSE

The Commission is a Presidential advisory group composed of faculty, staff, administrators, and students from different racial/ethnic, social status, genders, sexual orientations, abilities, and religions that reflect the diversity within the university community.

The purpose of CODRE is to serve and advise the University President as the primary policy advisor on issues of diversity and racial equity at the University of Louisville. These issues include, but are not limited to: recruitment, retention, and promotion of faculty, professional and administrative staff, and university staff of color; group based inequalities and inequities; the academic success of students of color (retention, curricular concerns, and Campus Environment Team); and addressing oppression; specifically, sexist and racist conduct that impedes the educational mission of the university; and the development of strategies and practices that support “education that is multicultural.”

CODRE will serve as the Campus Environment Team for the University of Louisville. CODRE will

- 1) advise the University President, the Council on Post-secondary Education (CPE) and relevant organizations by gathering information on diversity, campus climate and environmental issues from UofL faculty, staff, and students;
- 2) provide the internal and external dissemination of information on the campus climate and environment with regards to diversity issues; and
- 3) monitor campus climate and diversity issues.

CODRE will monitor and assess university unit actions to develop and implement plans which increase diversity, foster equity, and strive for inclusion on all campuses. CODRE will report periodically on the progress in these and related areas and will evaluate them and recommend appropriate courses of action to the University President, Board of Trustees, and other concerned university officers.

CODRE will develop and implement collaborative initiatives focused on students, faculty, and staff in support of an inclusive educational environment.

CODRE will recommend strategies, policies, and practices for new, revised, and modified initiatives to the University President to make the university an inclusive environment for under-represented groups with a history of discrimination; to improve the working environment for people of color and members of other diverse groups; to develop dialogues across campus constituencies (faculty, staff, students, and community) to promote acceptance of and a common commitment to diverse perspectives; and to attain acknowledgment as a premiere anti-racist metropolitan research university.

ARTICLE III. MEMBERSHIP

CODRE is a presidential advisory group composed of faculty, staff, administrators, and students that reflect the diversity within the university community. The University President will appoint members of the Commission and the Chairperson of CODRE. All terms of membership shall be from July 1st to June 30th of the fiscal year.

SECTION 1. COMPOSITION

CODRE shall consist of thirty-five (35) voting members, known as commissioners, who shall be faculty, staff, students and administrators. There may also be Associate and Ex-officio members of CODRE who are non-voting.

SECTION 1.A. COMMISSIONERS

Commissioners are voting members who shall be faculty, staff, and administrators. The faculty, staff, and administrator commissioners shall serve three-year terms and student ex-officio members will serve annual terms. Commissioners shall be representative of the diversity of the university and the campuses which comprise the university. Exceptions to 3-year terms are in the cases when a new commissioner is completing the unexpired term of another commissioner.

Faculty, Staff, and Administrator Commissioners may not serve more than two consecutive terms.

SECTION 1.B. EX-OFFICIO MEMBERS

Individuals serving the University in positions that support the purpose of CODRE, as described in Article II, may be designated as a non-voting member of the commission by virtue of holding their office. These constitute the Ex-Officio members of the Commission. They are non-voting and serve as members until they no longer hold their university positions.

Ex-Officio members may appoint a designee from within their unit to attend CODRE meetings. Ex-Officio members (or their designee) shall serve on standing committees aligned with their organizational area of focus to support the work of the Commission.

University positions constituting Ex-Officio members are listed in Appendix A.

If an ex-officio member is appointed by the President as Commissioner, another person from that unit (selected by the unit head) may serve as the Ex-officio member.

SECTION 1.C. ASSOCIATE MEMBERS

Appointments of associate members shall be determined by the full Commission. Associate members are non-voting faculty, staff, administrators, and students who may serve CODRE or one of its standing committees and/or ad hoc committees for a specific project, issue or time period, at the request of the standing committee, the Executive Committee, or the Chair of the Commission.

SECTION 2. QUORUM

A majority of the Commissioners shall be necessary and sufficient to constitute a quorum for the transaction of business.

SECTION 3. RESIGNATIONS, REMOVAL, SABBATICALS, & LEAVES OF ABSENCES

SECTION 3.A. RESIGNATIONS

Any CODRE member may resign from the CODRE at any time by giving written notice to the Chair of CODRE. Resignation shall take effect upon receipt of letter by the Chair of CODRE. Acceptance of resignation shall not be necessary to make it effective.

When a Commissioner's resignation has been received by the Chair of CODRE, a replacement for said Commissioner shall be requested by the Chair of CODRE to the University President. The Chair of CODRE shall submit a list of individual names for the University President to consider for the replacement. More than six (6) vacancies of commissioners without designated replacements shall constitute the absence of a quorum for the transaction of business.

SECTION 3.B. REMOVAL

Any member may be removed from the Commission for malfeasance for conduct detrimental to the interests of the Commission or for refusal to render ongoing involvement or participation in carrying out the mission, goals, and work of the Commission. Any member may also be removed for more than three (3) consecutive absences, as described in Article IV, Section 3.

SECTION 3.C. SABBATICALS AND LEAVES OF ABSENCES

If any Commissioner during their term takes a sabbatical or leave of absence from the university, they will temporarily become an Associate Member for the length of the leave. The Chair will then temporarily promote an Associate Member to a Commissioner to fill the vacancy and maintain a quorum.

At the end of their sabbatical or leave of absence, the Associate Member (Commissioner) may resume their status as Commissioner without suspending their original term on the commission. The Commissioner may also choose to resign at the end of their leave.

The Associate Member previously promoted to Commissioner resumes their status as an Associate Member.

SECTION 4. FILLING UNEXPIRED TERMS

The Chair of CODRE shall notify the Executive Committee when a vacancy in an unexpired term of a Commissioner occurs. The Executive Committee shall forward a slate of nominees to fill the vacancy

through the Chair to the President of the University. The slate of nominees may include eligible faculty, staff, students, administrators, current Associate Members, and current Ex-Officio members. The President shall appoint the number of voting members necessary to maintain the required thirty-five (35) voting members.

ARTICLE IV. MEETINGS

SECTION 1. TIME OF MEETINGS

There shall be at least one meeting held monthly on or near the campus of the University of Louisville, the time to be determined by the Executive Committee of CODRE.

There shall be at least one Executive Committee meeting held within the same week of scheduled monthly CODRE meetings. Additional Executive Committee meetings may be called at the discretion of the Chair.

SECTION 2. SPECIAL MEETINGS

Special meetings of the full Commission may be called by the Chair of CODRE as deemed necessary.

SECTION 3. ATTENDANCE

A record of attendance shall be maintained in the minutes of all CODRE and committee meetings.

Commissioners have a duty and obligation to their constituent group(s) to attend and participate in the commission and committee meetings of CODRE. After three consecutive absences, the Chair will remind the Commissioner of the Commissioner's obligation.

If the Commissioner's consecutive absences exceed three (3), the Chair shall ask the Commissioner to reconsider their appointment and may ask for their resignation in consultation with the Executive Committee so that the work of the Commission may advance based upon "value added attendance" and performance.

Commissioners may also be removed as described in Article III, Section 5a.

ARTICLE V. OFFICERS

The officers of CODRE shall be a Chair, a Vice Chair, a Treasurer, and a Communications Director.

The position of the Chair and the Vice Chair must be held by the combination of a faculty and a staff in every term.

Other such officers and assistant officers may be appointed by the Commission.

SECTION 1. CHAIR

The Chair of CODRE shall be appointed by the President and serve as an ex officio member of the President's senior leadership team. The Chair of CODRE shall serve for a maximum of two consecutive three-year terms.

The Chair of CODRE shall preside over the monthly meetings of the full Commission and Executive Committee. The Chair may appoint any ad hoc committees necessary for the functioning of the Commission.

Selection of the Chair shall be initiated by the Commission no later than April 1st. This selection will be accomplished through a nominating and voting process conducted by the Commission. During the year of completion of a Chair's term, the full body of the Commission shall nominate three (3) candidates, who have served at least one year on the Commission from the current membership of the Commission no later than April 1. The names of the three nominated candidates shall be forwarded to the University President, for the selection of the Chair of CODRE for the upcoming term.

SECTION 2. VICE CHAIR

The Vice Chair of CODRE shall be elected by the full commission for a three-year term and shall perform all the duties and have all the powers of the Chair during the absence or disability of the latter. The Vice Chair generally shall perform such other and further duties as may be required by the Commission.

SECTION 3. TREASURER

The Treasurer of CODRE shall be elected by the full commission for a three-year term and shall have general supervision over the financial matters of the Commission and shall see that those reports as to the financial condition of the Commission are made available to the Executive Committee. The individual should have accounting and reconciliation experience, and an in-depth knowledge of university financial policies and procedures.

The Treasurer generally shall perform such other and further duties as may be required by the Commission.

SECTION 4. COMMUNICATIONS DIRECTOR

The Communications Director of CODRE shall be elected by the full commission for a three-year term and shall keep the minutes and attendance records of all proceedings of the general body and Executive Committee. In conjunction with the Secretaries of the standing and ad-hoc committees, the Communications Director of CODRE shall see that proper minutes and attendance records are kept of the standing and ad hoc committees.

The Communications Director is responsible for the creation and dissemination of CODRE's monthly newsletter and annual report.

The Communications Director oversees the process of soliciting nominations from interested individuals to join CODRE. This includes, but is not limited to, responding to inquiries from submitted interest forms and compiling the annual recommendations to be submitted to the Executive Committee for nomination and subsequent appointment by the President.

The Communications Director will be a member of the Diversity Programs Committee and will provide guidance on use of the CODRE logo in fliers and other marketing materials, as well as the promotions of CODRE's activities in campus-wide communications, news releases, and calendars.

The Communications Director generally shall perform such other and further duties as may be required by the Commission.

In the absence of the Communications Director or in the event of disability, the duties shall be performed by any Commissioner or any Assistant Secretary, who may be appointed by the Chair.

ARTICLE VI. EXECUTIVE COMMITTEE

The Executive Committee shall be comprised of ten (10) members: the four (4) officers of CODRE (Chair, Vice Chair, Treasurer, and Communications Director) and the six (6) Chairs of the standing committees of CODRE. The Vice President for Diversity and Equity, who serves as a resource to CODRE, shall serve as ex-officio, non-voting member of the committee.

SECTION 1. CHAIR OF THE EXECUTIVE COMMITTEE

The Chair of CODRE shall serve as the Chair of the Executive Committee. In the absence of the Chair, the Vice-Chair of CODRE shall preside, but if both be absent, a Chair pro tempore shall be chosen at the meeting from among the Commissioners present.

ARTICLE VII. BUDGET

A financial budget shall be established annually to support the administration, programs, and activities of the Commission. The Chair, Vice Chair, Treasurer and Communications Director of CODRE shall receive release time and/or compensation for assuming their appointments.

ARTICLE VIII. COMMITTEES

CODRE shall have five (5) standing committees and may have Ad Hoc Committees.

The Commission, in its bylaws, will define the membership composition and charge to such committees. The Chair of CODRE will make appointments to such committees in consultation with the Executive Committee.

SECTION 1. STANDING COMMITTEES

There shall be five (5) standing committees to ensure that CODRE has the infrastructure to support the Cardinal Anti-Racism Agenda as well as address specific constituency issues. The standing committees shall be the:

1. Campus Environment Committee
2. Cardinal Anti-Racism Agenda Committee
3. Communications and Marketing Committee
4. Constituency Relations Committee
5. Diversity Programming Committee

Meetings of the standing committees shall be called by their respective chairs. Each committee, its subcommittees, roles and responsibilities are described below.

SECTION 1.A. COMPOSITION

Each committee shall consist of no less than five (5) commissioners. Members of committees shall hold office until the appointment of their successors. Any vacancies on standing committees shall be filled by appointment of the Chair of CODRE on the recommendation of the Executive Committee.

Each standing committee shall have a chair, vice chair, and secretary, appointed by the Chair of CODRE. Additional committee members may be invited by the chair of the committee, in consultation with the Chair of CODRE. These invited members may be voting, associate, or ex-officio commissioners, and include members of the community at-large to serve as non-voting resources to the standing committees.

Standing committees may have subcommittees, the membership and composition of which may be determined by the Chair of the standing committee.

SECTION 1.B. CAMPUS ENVIRONMENT COMMITTEE

The Campus Environment Team (CET) for the University, in collaboration with the Office of the Diversity and Equity and the Commission for Diversity and Racial Equity (CODRE), will advise the University President, relevant internal organizational structures and the Council on Post-secondary Education (CPE) by gathering information on diversity, campus climate and environmental issues from UofL faculty, staff and students.

The CET will identify effective approaches that support the university's priority of cultivating a culture of equity, inclusivity, and respect to help ensure the success of all our diverse constituents.

Membership of the committee is drawn from across the campus community and is made up of students, faculty, staff, and administrators that are appointed by the office of the VP for Diversity and Equity.

It has four subcommittees, each with a Chair and/or Co-Chair who serve as lead facilitators.

- Campus Climate/Cultural Competency (Students)
- Campus Climate/Cultural Competency (Employees)
- Campus Climate Support Team
- Diversity Plan Monitoring and Progress Report

The committee will perform the following functions:

1. In collaboration with the Office of Institutional Research and Effectiveness and the Office of Diversity and Equity, examine periodic assessments of the campus climate for all university constituents.
2. Collaborate with the Office of Diversity and Equity with monitoring and reporting to the Council on Postsecondary Education on the Institutional Diversity Plan.
3. Provide recommendations for policies/strategies to ensure the university is proactive in its role of supporting an equitable and inclusive campus.
4. Review existing policies and/or assist in the development of new policies related to a safe, equitable, and inclusive campus (ex., free speech zone).
5. Identify, participate, and disseminate educational programs that promote an increased understanding of equity and diversity.

SECTION 1.C. CARDINAL ANTI-RACISM COMMITTEE

- Provide overall guidance and support to the Cardinal Anti-Racism Agenda (CARA).
- Oversee the implementation of CARA through its five concerns committees, students, faculty, staff, residents/post doctoral students, and administrators.
- In addition, committees are responsible for CODRE's obligations to the university's constituencies:
 - Students
 - Support student satisfaction and retention for diverse and minoritized populations (related to race, gender/identity, language, disability etc.).
 - Work collaboratively with UofL Student Affairs and academic units to enhance student life for diverse and minoritized student populations (e.g., race, gender/identity, disability, language, multi-cultural variations).
 - Faculty
 - Support faculty satisfaction and retention for diverse and minoritized populations (related to race, gender/identity, language, disability etc.).
 - Work collaboratively with UofL Provost's Office and academic units to enhance faculty life for diverse and minoritized faculty populations (e.g., race, gender/identity, disability, language, multi-cultural variations).
 - Staff

- Support staff satisfaction and retention for diverse and minoritized populations (related to race, gender/identity, language, disability etc.).
- Gather concerns and information from UofL Staff regarding diversity and climate issues, employment, recruitment, and promotion. Work collaboratively with UofL Human Resources to make recommendations for affirmative action to develop strategies that affect underutilization and under-representation of staff of color.
- Residents and post-doctoral students
 - Support resident's and post-doctoral students' satisfaction and retention for diverse and minoritized populations (related to race, gender/identity, language, disability etc.).
 - Work collaboratively with academic units to enhance residents and post-doctoral student's life for diverse and minoritized populations (e.g., race, gender/identity, disability, language, multi-cultural variations).
- Administrators
 - Support administrator's satisfaction and retention for diverse and minoritized populations (related to race, gender/identity, language, disability etc.).
 - Work collaboratively with UofL Human Resources to make recommendations for affirmative action that affects underutilization and under-representation of administrators of color.

SECTION 1.D. COMMUNICATIONS AND MARKETING COMMITTEE

The Communications and Marketing Committee reports through the Communications Director and is responsible for the dissemination and publication of CODRE information to membership and the university community. Items the committee develops and maintains can include but are not limited to the following:

- Annual report of accomplishments
- Monthly newsletter
- Orientation for new members, and new commissioner's handbook
- Social media web presence
- CODRE Webpages

The CODRE Listening Committee is a subcommittee of the Communications & Marketing Committee and is charged with gathering and disseminating concerns and information from the UofL constituencies, ensuring that:

- Three (3) CODRE Listening Sessions are held each semester with a focus on students, faculty and/or staff concerns.
- Information from listening sessions is compiled, summarized, and disseminated.
- A report from each session is provided to the Communications and Marketing Committee.

SECTION 1.E. CONSTITUENCY RELATIONS COMMITTEE

The Constituency Relations Committee is charged as follows:

- Ensure CODRE’s representation on UofL Wide-Committees. Committees on which CODRE will be represented by a CODRE Commissioner will include but not be limited to the following:
 - Budget and Planning
 - Human Resources
 - Faculty Senate
 - Staff Senate
 - Search Committees
- Ensure appropriate credentialing of Commissioners to adequately represent CODRE. Identify appropriate opportunities for training for CODRE members to support their participation on CODRE and their representation on the various University wide committees. Training may be paid for by CODRE where necessary.

SECTION 1.F. DIVERSITY PROGRAMMING COMMITTEE

The Diversity Programming Committee is charged as follows:

- Responsible for identification and support of programming for students, staff, and faculty in collaboration with the community that supports an inclusive multicultural learning environment. Promote diversity as a multi-faceted endeavor, such as, the Diversity Committee may collaborate with other Commission/University Committees to accomplish their tasks (e.g., CARA’s Student Concerns Committee, community organizations, etc.).
- Promote initiatives that support multicultural education; instructional diversity development; and programmatic efforts that enhance and strengthen student’s educational experiences and supports diversity and social justice.
- Ensure the Presidential Exemplary Multicultural Teaching Award and the Presidential Exemplary Multicultural Engagement Staff Award are reviewed, scored, and the final results relayed to the Chair of CODRE; and are promoted in collaboration with the Communications and Marketing Committee (i.e., in UofL Today, News Releases, and on various university calendars).
- Make recommendations to the Executive Committee for such awards as recognize Commissioners and students annually for their work as it relates to Diversity, Equity, Inclusion and Anti-racism. Awards reviewed, scored, and the final results relayed to the Chair of CODRE; and are promoted in collaboration with the Communications and Marketing Committee (i.e., in UofL Today, News Releases, and on various university calendars).
 - Recommend the awarding of research grants for undergraduate and graduate students whose research proposals represent an equitable and inclusive approach and achieve excellence in diversity through research scholarship. Submitted proposals must be supervised by a member of the faculty.
 - Proposals may be solicited annually or semi-annually (depending on the availability of funds). Submitted proposals will be reviewed by members of the committee and/or individuals appointed by the Committee Chair, in consultation with the Chair of CODRE.

- The committee will solicit the research funds awarded to winning proposals, traditionally provided by the Office of Research and Innovation, CODRE, and through matching funds from various units and departments.
- Students awarded research grants must present their findings in a CODRE designated meeting.

SECTION 2. OFFICERS OF STANDING COMMITTEES

All officers of the standing committees shall be Commissioners of CODRE (with the exception of the Campus Environment Committee). Standing Committee officers may be appointed by CODRE for 2 - three-year terms.

Each standing committee will have a Chair, Vice Chair, and Secretary. The Chair of CODRE will designate the officers of each standing committee.

SEC 2.A. CHAIRS OF STANDING COMMITTEES

The Chairs of all standing committees shall perform their duties in consultation with the Chair of CODRE and the President.

The Chairs of the standing committees shall preside over the meetings of their respective committees.

SECTION 2.B. VICE CHAIRS OF STANDING COMMITTEES

The Vice-Chairs of the standing committees shall perform all the duties and have all the powers of the Chairs during the absence or disability of the latter.

SECTION 2.C. SECRETARIES OF STANDING COMMITTEES

The Secretaries of the standing committees shall keep the minutes of all proceedings of their respective committees, working with the Communications Director of CODRE to see that proper minutes and records of the standing committees are kept.

In the absence of the Secretary or in the event of disability, the duties shall be performed by any committee member or any Assistant Secretary, who may be appointed by the Chair of the Standing Committee.

SECTION 3. AD HOC COMMITTEES.

The Chair of CODRE and/or the Executive Committee may establish ad hoc committees to address issues as deemed necessary and appropriate; and to accomplish specific administrative tasks including but not limited to the following:

- Budget
- Research and Assessment
- Bylaws and Amendments

These ad hoc committees may include Commissioners, Ex-Officio members, and/or Associate Members to accomplish the assigned task.

These ad hoc committees shall have Chairs, Vice-Chairs, and Secretaries, appointed by the Chair of CODRE. Their duties shall mirror those as prescribed in Article VIII Section 2.

ARTICLE IX. CAMPUS ENVIRONMENT TEAM

CODRE is to serve as a component of the Campus Environment Team for the University.

The Campus Environment Team, in collaboration with the Office of the Vice President for Diversity and Equity, advises the University President, relevant internal organizational structures and the Council on Post-secondary Education (CPE) by gathering information on diversity, campus climate and environmental issues from UofL faculty, staff and students.

CODRE will be instrumental in the internal and external dissemination of information collected by the Campus Environment Team with regards to diversity issues, and the monitoring of campus climate and diversity issues.

The Campus Environment Team will develop strategies for and facilitate discussions with a variety of university related entities to gather information from the University community on the campus climate and environment as it relates to diversity and campus climate issues.

ARTICLE XII. AMENDMENT OF BYLAWS

These bylaws can be amended only by Commissioners, at any regularly scheduled meeting, provided that the amendment has been submitted in writing; to the Executive Committee for review, and upon its recommendation has been forwarded to the full Commission. The proposed Bylaw amendment shall be submitted to the full Commission at a regularly scheduled meeting prior to the meeting at which the vote is scheduled. Approval shall require an affirmative vote of a majority of the voting membership of the full commission.

Revised December 2021 additional edits to come as approved by the general body.

APPENDIX A:

NON-VOTING MEMBERS

Non-voting members of CODRE are ex-officio, associate and collaborative resource area representatives. While members of CODRE in these categories are not voting members of CODRE they are encouraged to be active members of committees. They are eligible as individuals to be nominated to become a full voting commissioner of CODRE when the annual call for nominations is announced.

Non-voting members will receive notice of all meetings to which the CODRE general body are invited. These will include but not be limited to the monthly CODRE general meeting.

EX-OFFICIO MEMBERS

Individuals serving in the following University positions are designated as Ex-officio, non-voting member of the Commission:

- Black Faculty and Staff Association, Chair
- Commission on the Status of Women, Chair
- Cultural Center, Director
- Disability Resource Center, Director
- Diversity Representative from Development
- Hispanic/Latino Faculty & Staff Association, Chair
- Human Resources, Associate Vice President
- International Center, Director
- Line employee from Physical Plant One from each campus and a Female representative
- Representative from both LGBT Center @ HSC and Belknap LGBT Center
- Vice Provost for Institutional Research, Effectiveness and Analytics
- Vice Provost Diversity and International Affairs
- Vice President of Athletics
- Asian, Asian-American and Pacific Islander

President or representative of one or more of the following student organizations;

- Black Law Students Association (BLSA)
- Black Student Nursing Group (BSNG)
- Black Student Union (BSU)
- International Student Council (ISC)
- Latin Student Union (LSU) formally Latin American Student Organization (LASO)
- MLK Scholars
- Multicultural Association of Graduate Students (MAGS)
- National Pan-Hellenic Council (NPHC)
- National Society of Black Engineers (NSBE)
- Porter Scholars
- SHADES (LGBT Students of Color)

- Student Government Association (SGA)
- Student National Dental Association (SNDA)
- Student National Medical Association (SNMA)
- Athletic sport representatives one female one male

Ex officio members may designate a member of their staff to attend CODRE meetings. Ex-Officio members (or their designee) shall serve on standing committees aligned with their organizational area of focus to support the work of the Commission.

If an ex-officio member is appointed by the President as a voting member, another person from that unit (selected by the unit head) may serve as an ex-officio member.

ASSOCIATE MEMBERS

Appointments of associate members shall be determined by the full Commission. Associate members are non-voting faculty, staff, administrators, and students who may serve CODRE or one of its standing committees and/or ad hoc committees for a specific project, issue or time period, at the request of the standing committee, the Executive Committee, or the Chair of the Commission.

COLLABORATIVE RESOURCE AREAS

The Commission has a unique relationship with these resource areas as collaborative allies with a shared vision that supports, promotes, celebrates, values, and recognizes the inter-sectional nature of race, gender/identity/orientation, and class and which is a central component in the support of diverse students and university wide multicultural efforts, providing support for an inclusive educational environment for students of color in addition to other diverse student groups. The resource areas will collaborate with the Commission toward development of new multicultural strategies, opportunities, and initiatives in support of educational growth and development.

The nature of the mission of the Commission sets forth major collaborative working relationships with:

- A. Department of Public Safety/Campus police
- B. Faculty/Staff Senate Representative
- C. Latin American/Latino Studies
- D. Pan African Studies
- E. PEACC Center
- F. School of Public Health and Information Sciences
- G. Title IX / ADA Compliance
- H. Women's Center
- I. Women & Gender Studies

CODRE Reorganization 2021-22
 DRAFT (not final) 02/01/22

