

Charge for creation of an *ad hoc* committee on Inclusion, Diversity, Anti-Racism and Equity.

Charges

- To identify policies and procedures that disproportionately impact underrepresented communities on campus and suggest modifications for problematic policies and procedures with emphasis on aspects that affect faculty welfare.
- To fill the role of liaison with other campus groups working on similar issues.
- Analyze existing policy/procedures through Inclusion, Diversity, Anti-Racism and Equity lens or propose new policy/procedures to fill existing voids.
- Develop a proposal to transition this committee to a standing committee of the senate including:
 - Name the committee
 - Mission statement
 - Goals
 - Define changes in the bylaws that are needed
 - Define this committee's role within the Senate. For example, I should this committee review all proposals for new programs/certificates, etc. to ensure these have realistic Inclusion, Diversity, Anti-Racism and Equity plans?
 - Establish Committee composition
 - Define and establish reciprocal connections with other groups on campus

Structure

- *ad hoc* committee constituents
 - One representative from each unit, n=12 (non-senators can serve, but a majority must be senators).
 - Faculty senate chair and vice-chair
- Provide monthly reports to the faculty senate
- Report progress at regularly scheduled XC meetings