

## Notes from Senate Chair Mueller on Proposed DEI Ad Hoc Committee

### Name

Perhaps because it's *ad hoc* for now, we call it DEI rather than trying to outguess what name will eventually fly under the radar. In other words, kick the can down the road until it's time to decide whether the formula works well enough to be the basis for a standing committee; it may take an iteration or two before we arrive at a suitable system. If pressed to come up with a name now, perhaps "parity" could be the key word. Committee on Parity in Actions and Policy?

### Membership

one member forwarded from each standing committee (6 members)  
 chair elected from the Senate at large (with a regular invitation to XC—I doubt we can extend voting membership without a by-law change, which seems premature)

### Charge

Members will

- review proposals and proposed actions before the Faculty Senate and its committees to evaluate the potential for disparate impact on particular demographic groups.
- undergo appropriate training to serve that function.
- refer to the whole committee for evaluation any action recommended to the whole Senate that the member feels retains the potential for disparate impact.

The committee as a whole will

- review a matter emerging for consideration by the full Senate that a member has flagged as potentially having a disparate impact on some demographic population and if warranted provide in a timely manner a report on the issue(s) for consideration by the Executive Committee before the full Senate acts on the matter.
- periodically evaluate trends emerging from a series of Senate actions that may cause disparate impact on particular demographic groups even though the actions individually seem neutral.
- periodically evaluate the efficacy of the committee and its procedures in achieving its charge.

As I reported at the last XC meeting, I met with Marian Vasser to discuss training for this committee and ideas on the potential charge. She is supportive and ready to help.

Rob's great suggestion:

- After receiving training, I think the ad hoc committee should be asked to think through how this work might play out within the other standing committees and perhaps develop some basic guidelines or best practices or example scenarios. In other words, what kinds of issues might come up for the person serving on CCC vs. the person serving on Redbook vs. the person serving on P&B, etc.? Assuming this becomes a new standing committee, then I think a document of this nature could help address the regular turnover in committee membership each year.