

CJC Inclusion, Diversity and Equity Committee Bylaws

The Inclusion, Diversity and Equity (IDE) Committee is governed by the Bylaws of the College of Journalism and Communications.

An excerpt of the college bylaws that is particular to the IDE Committee — Article 11, Section 8 — is below:

Bylaws of the College of Journalism and Communications

11.8 Inclusion, Diversity and Equity Committee

a. Mission

- i. Promote the principles and best practices of diversity, inclusion and equity in all activities and programs of the College. Monitor Strategic and institutional effectiveness in achieving our diversity goals and help ensure that these efforts undergo ongoing review in a timely manner.
- ii. Make recommendations to the administration, the CJC Director of Inclusion and Diversity, and other College departments and committees regarding inclusion, diversity and equity tactics and identify challenges to those goals in areas including (but not limited to): curriculum and teaching, immersion venues and programs, career readiness, and student, faculty and staff and recruitment, and advocate for the implementation of these recommendations.
- iii. Solicit suggestions from faculty, staff and students regarding programs or tactics to address problems in the areas of inclusion, diversity and equity at the College.
- iv. Working with the Director of Inclusion and Diversity, develop and recommend policies and actions regarding all of the above.

b. Who can serve

- i. Any member of the CJC faculty;
- ii. College staff members;

iii. Students from the undergraduate and graduate degree programs.

c. Composition

i. One volunteer faculty member from each department; the Director of Inclusion and Diversity or designee; the Director of the Knight Division for Scholarships, Career Services and Multicultural Affairs or designee; at least one student representative each from the undergraduate and graduate degree programs, with recruitment first from members of any concurrent student-focused task force or committee on diversity and inclusion; a representative from the Division of Media Properties, of the College's TEAMS and USPAS staff as elected by those eligible staff members; the Executive Associate Dean; and the College's Human Resource Director/Coordinator or designee.

ii. If none of the elected members serving on the committee is concurrently a member of the Faculty Senate, the Faculty Senate Chair should be informed after the first meeting of the committee and a Faculty Senate representative should be appointed by the Senate.

d. Election of Co-chairs

i. One of the faculty member and one staff member shall be elected as co-chairs by committee members; the term of co-chairs shall be one academic year.

e. Voting Procedures

i. The Executive Associate Dean and College Human Resources representative are non-voting members.