

1 **CSU Channel Islands Academic Senate Standing**
2 **Committee on Equity and Anti-Racism**

3 **Drafted by:**

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7 **Charge (to be inserted as section 5.12.j in the Bylaws)**

- 8 1. All work of the committee shall be through the lens of: equity, anti-racism, diversity
9 and/or inclusion, as they are currently defined and as pertains to faculty.
- 10 2. Develops equity, anti-racism, diversity and inclusion goals, for approval by the Senate.
- 11 3. New policies, policy changes, and any campus wide shared definitions in the following
12 areas shall be reviewed by this Committee: faculty hiring; MPP hiring, retention, tenure
13 and promotion; compensation and workload; unit, department or program bylaws; and
14 revisions, additions and evaluations to campus wide shared definitions.
- 15 4. Any other policy or other governing documents such as Program/Department bylaws,
16 may be referred to this committee from the senate, or senate exec, or from any faculty
17 member, for the purpose of review.
- 18 5. Reviews and recommends the University's methods to improve recruitment, hiring and
19 retention of diverse faculty and ensure equity in compensation and workload, accounting
20 for cultural taxation. Advocate for similar conditions for all CSUCI employees.
- 21 6. Advocates for access to programming to educate faculty (and other campus employees)
22 about Diversity, Equity, Inclusion and Anti-Racism.
- 23 7. Heightens faculty's awareness of the campus' diversity, equity and inclusion goals,
24 policies, and procedures; and works with Colleges and Departments to achieve these
25 goals;
- 26 8. Prepares, with the assistance of Faculty Affairs, an annual report on diversity, equity and
27 inclusion to be presented to the Faculty Senate, with recommendations, in the spring
28 semester. This report shall include:
- 29 a . Areas in which policy and procedure and funding need to be established to
30 promote equity, anti-racism, diversity and/or inclusion;

31 b. short-term and long-term goals for campus diversity, equity and inclusion, and
32 evaluates progress toward achieving those goals;

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35 **Membership (to be inserted as section 5.11.j in the Bylaws)**

36 A. Voting members

37 5 tenure/tenure-track faculty representatives and 2 lecturer faculty representatives). No
38 two representatives may be from the same department/program.

39 B. Non-Voting/Ex-Officio Members

- 40 1. Executive Director of Equity and Inclusion, or designee.
- 41 2. AVP for Faculty Affairs, or designee.
- 42 3. Ombudsperson, or designee.
- 43 4. Staff Representative, chosen by Staff Council
- 44 5. Representative of the President’s Council on Inclusive Excellence
- 45 6. CFA Representative
- 46 7. Chief Diversity Officer
- 47 8. Student representative

48 C. Terms

- 49 1. The term of appointment for the faculty representatives shall be two years. Voting
50 members may be reappointed. Appointments will be staggered to ensure that
51 approximately one-half of the faculty members are appointed each year.
- 52 2. The term of the non-voting/ex-officio members will be one-year. Non-voting/ex-
53 officio members may be reappointed.

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55 **Officers (to be added to the end of section 5.12.j)**

56 A. Chair

- 57 1. The Chair shall be elected from and be among the voting members of the Committee.
- 58 2. The term of office of the Chair shall be one year.
- 59 3. A faculty member may serve up to three consecutive one-year terms as the
60 Committee Chair. After one year off, the faculty member shall become eligible for
61 election as Chair.
- 62 4. The Chair is responsible for establishing the agenda for each meeting.

63 **Appendix: Operations (NOT added to bylaws - internal to committee).**

- 64 A. The Committee shall be a committee of the Academic Senate, reporting to the same.
- 65 B. Issues addressed by the Committee may be referred by the Academic Senate to any of the
- 66 Senate Committees of the Faculty Senate. Where the work of another senate committee
- 67 overlaps with that of this committee, they shall work together.
- 68 C. Given list of faculty hires in timely fashion to allow contact with department to provide
- 69 training feedback (prior to job ad) and allow time to distribute list of good places to
- 70 advertise
- 71 D. The goal of offering training is that all faculty will be able to craft good policy. The
- 72 special role of this committee is to point out bad policy not to specify all solutions.
- 73 E. In regards to pay, compensation and workload: the committee is encouraged to point
- 74 faculty to resources so that the faculty member can make a compelling case, not to do
- 75 such work for the faculty, and to stand behind credible, compelling cases of inequity.
- 76 F. As much as possible, training and best practices should be shared broadly across campus.
- 77 Willing partners across campus will use the materials.
- 78 G. Refer to SR 20-xx (Senate Resolution on Anti-Racist Actions to Realize the Truth that
- 79 Black Lives Matter) which will add specificity and provide background to the creation of
- 80 this committee.
- 81 B. Vice Chair
- 82 1. At its first meeting of the academic year, the Committee shall elect from its voting
- 83 members a Vice-Chair.
- 84 2. The term of office of the Vice-Chair shall be one academic year.
- 85 3. The Vice-Chair shall preside over the routine business of the Committee in the
- 86 absence of the Committee Chair, or should the office of the Committee Chair become
- 87 vacant, until the election of a new Committee Chair.

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