This proposal comes from the ad-hoc committee to set the charge and composition of the Faculty Senate Diversity Committee.

<u>DIVERSITY COMMITTEE</u>

The Faculty Senate Diversity Committee is committed to valuing the complex and multiple ways in which diversity is experienced among faculty and students. The Diversity Committee employs a social justice based understanding of the diversity of social locations, including, but not limited to, those related to race; ethnicity; national origin; gender, gender identity and gender expression; sexual orientation; socio-economic status; age; religion; veteran status; and ability status. A specific emphasis is placed on understanding the contexts of oppression that facilitate multiple forms of exclusion and marginalization embedded within institutional structures and social practices.

<u>Charge</u>
The Diversity Committee will advise the University administration and the Faculty Senate on all policies related to diversity, equity, and inclusion.

It will work with the Division of Diversity, Equity and Inclusion; the Chief Diversity Officer; the Vice Provost for Diversity; and the Diversity liaison in the Division of Student Affairs in reviewing policies and the effectiveness of their implementation.

It will work with the Faculty Senate and Faculty Senate committees to ensure diversity in their composition.

All motions going from the Faculty Senate Executive Committee to the Faculty Senate will pass through the Diversity Committee for comment on their suitability regarding diversity and inclusion. On each motion, the Diversity Committee may choose to:

    take no action,
    endorse it,
    propose revisions with comments, or
    oppose it. In this case, the Diversity Committee may elect to offer an alternative motion to the Faculty Senate.

<u>Purview</u>
The purview of the Diversity Committee includes, but is not limited to