In accordance with Article VI of the *Constitution of the Faculty of Western Washington University*, the WWU Faculty Senate has posted for campus review the following proposed amendment to the Bylaws of the Faculty Constitution. Revisions to Bylaw 7.8 were proposed in a motion from the Senate Executive Council and presented to the Faculty Senate on October 8, 2018. Members of the faculty and campus community are encouraged to review the document, and written comments may be sent to Faculty.Senate@wwu.edu before October 22nd. For more information regarding the context of the proposed change, please see the Abstract of the Faculty Senate Meeting of 8 October 2018.

* Article VI.4 Bylaws to this Constitution may be adopted, amended, or repealed by majority vote of the total voting membership of the Faculty Senate provided they are proposed in writing at one meeting of the Faculty Senate, are posted on the Faculty website and delivered to the faculty through an email; flyer; or publication in FAST as proposed, and are voted on at a subsequent regular meeting of the Faculty Senate. [2005]

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**BL7.8 Social Justice and Equity Committee Senate Equity, Inclusion, and Diversity Council [January-October 2018]**

The Social Justice & Equity Committee’s (SJEC) role is to engage faculty at Western Washington University in ongoing examination and reflection needed to make essential changes in the academic policies, practices, and behaviors that result in inequity, exclusion, and social injustices at WWU. In order to facilitate faculty consideration of and guidance regarding policies and institutional practices that impact diversity, inclusion, equity, and social justice at Western Washington University, the Senate Equity, Inclusion, and Diversity Council:

Specifically, the committee shall:

• Assist the Faculty Senate by evaluating and advising on implications for campus diversity, equity, and social justice of actions proposed, items discussed, by, acted upon, or of particular relevance to the activities of the Senate and its standing committees;

• Works to identify, understand, and provide guidance upon institutional needs, opportunities, and challenges impacting the diversity, equity, and inclusivity of the University, including assessing and making recommendations regarding the recruitment and retention of diverse faculty;

• Seeks to maintain an overview of university resources intended to further the goals of improving diversity, equity, meaningful inclusion, and social justice at Western, disseminates information about available resources to faculty, and makes recommendations regarding opportunities for improvement;

• Provides advice, guidance, and support to units considering changes likely to impact diversity, equity, inclusion, and social justice at Western and helps guide and shape policy and practices with the goal of promoting improvement in these areas; and

• Assesses progress toward strategic plan fulfillment in the areas of diversity, equity, inclusion, and social justice and recommends relevant strategic priorities; and

• Coordinates and communicates with the Social Justice and Equity Committee and other university committees engaged in related work.

• Engage faculty

  ◦ Create and implement opportunities in which faculty from across WWU’s campus engage in meaningful interactions that allow for the active reflection and examination of academic policies, practices, and behaviors that result in inequity, exclusion, and social injustices at WWU.

  ◦ Create and implement opportunities for WWU faculty to engage in the work of promoting equity, inclusion and social justice at WWU and the surrounding communities.

• Oversee the Diversity & Social Justice Grants Committee

  ◦ Annually review and revise (as necessary) the focus, process, and committee membership.

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**BL7.8.1 Membership**

The membership of the Social Justice & Equity Committee Senate Equity, Inclusion, and Diversity Council shall be as follows:

Voting members:

• 10-12 voting members of the faculty, including: One faculty representative from each of the following colleges/areas, appointed by the respective college’s faculty governance committee: the College of Science and Engineering (Area A), College of Humanities and Social Sciences—Social Sciences (Area B), College of Humanities and Social Sciences—Humanities (Area C), the College of Fine and Performing Arts (Area D), the College of Business and
Economics (Area E), Fairhaven College of Interdisciplinary Studies (Area F), Huxley College of the Environment (Area G), Woodring College of Education (Area H), and the Libraries (Area I);

- At least one current member of the Faculty Senate member or the Faculty Senate Executive Committee designated representative, elected annually appointed by the Senate for a one-year term;
- Faculty broadly representative of the university’s colleges and disciplines, with no more than two faculty from any of the areas (A) used to define membership on the Faculty Senate;
- At least one member-One faculty representative of the President’s Taskforce on Equity, Inclusion, and Diversity Social Justice and Equity Committee, appointed annually by the SJEC;
- The Two student representatives, including the Associated Students Vice President for Diversity or delegate, and at least one student or recent alumni, one student appointed annually by the Associated Students Board of Directors for a one-year term;
- At least one staff members, appointed by invitation of the Faculty Senate in consultation with the President’s Taskforce on Equity, Inclusion, and Diversity One representative of the classified staff, appointed annually by the Public School Employees of Western Washington University;
- One representative of the professional staff, appointed annually by the Professional Staff Organization.

Advisory members:
- The Director of New Faculty Mentoring;
- The LGBTQ+ Director.

The faculty, students, and staff on the committee should ideally represent a broad range of experience and expertise in the areas of diversity, equity, and social justice.

Faculty appointments are subject to confirmation by the Faculty Senate and shall be made in consultation with college governance committees. With the exception of appointments from the Senate, all appointments shall be made for two years, with terms staggered so that approximately half of the membership is appointed each year. In the first year, half the members will be appointed for a one-year term. Committee members may serve no more than three consecutive terms. SEIDC members are selected by the organizations they represent and appointments are ratified by the Faculty Senate. Unless otherwise specified, members serve renewable two-year terms, and appointments are staggered so that approximately half of the membership is appointed each year.

A faculty chairperson, who shall be appointed by committee members, will be responsible for the agenda. The committee shall have a Chairperson and a Vice Chairperson who are elected by the committee’s membership from its faculty membership at the first committee meeting of each Fall Quarter. In the absence of a continuing Chairperson, it is the responsibility of the Vice Chairperson from the previous year to call the first meeting of the Fall Quarter.

**BL7.8.2 Meetings**

The committee shall meet at least once per month and three times per quarter during the academic year, and more often if the committee chair believes it to be necessary.

Minutes of all meetings shall be forwarded to the Faculty Senate for review as soon as possible following approval by the Social Justice & Equity Committee Senate Equity, Inclusion, and Diversity Council.

**BL7.8.3 Committees and Reportage**

The SJEC SEIDC shall maintain the Diversity and Social Justice Grants Committee as a standing committee is empowered to charge standing or ad hoc committees as necessary to effectively meet its charge. The charges and memberships of all SEIDC committees are approved by the SJEC SEIDC and reported to and confirmed by the Faculty Senate, and all members, membership requirements, and charges are published on the Faculty Senate website.

Standing Committees: Any committees of the SJEC SEIDC shall forward minutes with records of actions from their meetings to the SJEC SEIDC for review as soon as possible following approval. SEIDC minutes shall include a record of action items originating in SEIDC committees and the acceptance of all SEIDC committee minutes. The SJEC is empowered to create additional ad hoc or standing committees as necessary to effectively meet its charge.