

**Educational Equity Committee (EEC): Proposed Bylaws (2022-2023)**

<p><b>Purpose</b></p>	<p>The purpose of the Educational Equity Committee (EEC) is to promote the principles and best practices of equity in all activities and programs of the College. The EEC is an advisory body to appropriate college bodies, administrative staff, and leadership regarding student equity issues and efforts. It is a joint committee of administration, faculty, and student representatives.</p> <p>Valuing equity means that we work to counter the insidious effects of structural inequities rooted in various socially-constructed categories of difference, including but not limited to race, ethnicity, gender identity, sexual orientation, nationality, immigration status, income, property, and social capital. The EEC strives to foster a welcoming, supportive and inclusive learning and working environment, for all students, faculty, staff, and community members through the identification, development and implementation of equitable policies, practices and programs throughout the College. In carrying out our work together, we value self-reflection, honesty, transparency, mutual accountability, and mutual respect.</p>
<p><b>Functions</b></p>	<p>As a group dedicated to the mission of promoting the principles and best practices of equity across the College of San Mateo (CSM) campus, the EEC will undertake and support the following core functions:</p> <ul style="list-style-type: none"> <li>• To create and update the integrated student equity plan in consultation with appropriate campus bodies and constituencies</li> <li>• To gather data on student equity in our college and community and to make informed recommendations to college bodies and administration on matters pertaining to student equity.</li> <li>• Monitor strategic and institutional effectiveness in achieving our equity goals and help ensure that these efforts undergo ongoing review in a timely manner.</li> <li>• Solicit suggestions from faculty, staff and students regarding programs, tactics, or professional development needed to address problems in the areas of inclusion, diversity and equity at the College.</li> <li>• Develop and strengthen partnerships with diverse communities locally and regionally.</li> </ul> <p><i>Importantly, we value formal studies – both qualitative and quantitative – as a guide for informing our understanding and approach in executing the above core functions. However, we also know that there are forms of marginalization and inequity for which the campus does not have available data. For that reason, we especially honor and value student’s and employees’ own accounts of their lived experiences on campus as a guide for expanded research and inquiry into the full experience of members of the CSM campus community.</i></p>

<b>Recommends to</b>	The EEC makes recommendations to the IPC, administration, the Director of Equity and other College departments and committees regarding equity policies, practices, and approaches and advocates for the implementation of those recommendations.
<b>Chair Structure and Selection</b>	EEC is facilitated by a tri-chair model. The tri-chairpersonship is made of by one faculty member (with release time), one classified professional, and one administrator (the Director of Equity). The Director of Equity is always a chair as this committee is under the Director of Equity's purview. The two remaining tri-chairpersons are selected and approved by the Director of Equity.
<b>Membership</b>	EEC is made of members that are interested in and/or already working towards educational equity within their specific role or function and/or bring personal lived experience that informs the purpose and function of the EEC. Some members self-select, while others are appointed by their respective area dean.
<b>Term Limits</b>	One year (with option for continuation)
<b>Staff</b>	Yes.
<b>Quorum</b>	For the transaction of business at all meetings, a quorum of 50% + 1 of all members must be present. Additional Sub-Committees/working groups shall be formed and disbanded on an ad hoc basis.
<b>Brown Act</b>	No.
<b>Type of Decision Making</b>	This committee employs a democratic, equity-centered consensus model to arrive at recommendations and decisions (where necessary).
<b>Accreditation Standards/Institutional Priorities</b>	N/A
<b>Changes to Bylaws</b>	The bylaws govern the EEC and its practices. Changes to the bylaws can be proposed by any committee members provided that any notice of proposed alteration, amendment or repeal shall be given to all committee members fourteen (14) working days in advance of the date of the meeting at which the bylaws are to be altered, amended, or repealed.