

IOWA STATE UNIVERSITY

Professional and Scientific Council

Council Motion: To create an Equity and Inclusion Committee

Submitted by: Samone York, Professional and Scientific Council Vice President for Equity and Inclusion

Whereas: There are issues and events affecting P&S employees that need the expertise and input of professionals on topics of diversity, equity, and inclusion

Whereas: An identified strategic initiative of the Professional and Scientific Council is "...to identify available resources and create new opportunities for advocacy, education, and professional development for Professional and Scientific employees on topics which relate to diversity and inclusion."

Whereas: The Professional and Scientific Council Vice President for Equity and Inclusion seeks to amend the Professional and Scientific Council Bylaws to create an Equity and Inclusion Committee.

It is moved: An Equity and Inclusion committee be formed to include councilors and non-councilors that have expertise on a wide range of issues related to the topics of diversity, equity and inclusion.

It is moved: That Article IV, Section 2 of the bylaws add the following:

Equity and Inclusion. Membership will include the council president, president-elect, past president, vice president for equity and inclusion, and persons appointed by the council president. The vice president for equity and inclusion will serve as or appoint a chair of the committee. The committee will advise the Iowa State University President and administrators on a wide range of issues related to the topics of diversity, equity and inclusion. Planning, analysis, and policy as it pertains to these issues will be addressed and shared.

It is moved: That Article III, Section 5 of the bylaws add the following:

The Vice President for Equity and Inclusion. The vice president for equity and inclusion shall assist in recruiting individuals from underrepresented groups to become actively involved in the council, actively participate in the activities of inclusion-related organizations across campus, including the University Committee on Diversity and the Faculty and Staff Affinity Council; lead and facilitate the development and maintenance of inclusive practices within the council, such as programming, awards, etc. by interacting with the council sub-committees, and serve in other duties as assigned. The vice president of equity and inclusion or president's designee will be responsible for serving on the University Committee on Diversity during the course of the chair's elected position. The term of the appointment will follow the council

position term regardless of committee appointment term. The vice president for equity and inclusion will serve as chair of the Professional and Scientific Council Equity and Inclusion Committee