

Proposed Changes to the Rutgers University Senate Handbook to Add the Equity, Diversity & Inclusion Committee

Please note suggested changes as proposed by the Senate Ad Hoc Committee to make recommendations to the Senate Executive Committee are written in “red” print. The Ad Hoc Committee met on February 29, 2024. A round of electronically shared modifications among Committee members resulted in the following final document. Listed below are committee members. In “black” print is the text prepared by the Senate Executive Committee.

Article VIII: Committees of the Senate, Committees and Their Standing Charges

Remove from Student Affairs Committee:

- ~~• Advise administrative officers and others, through the Senate, on questions relating to actual, possible or alleged discrimination as it affects the students of Rutgers.~~
- ~~• Advise administrative officers and others, through the Senate, on questions relating to actual, possible or alleged discrimination as they affect Rutgers students.~~

Remove from Faculty and Personnel Affairs Committee:

- ~~• Advise administrative officers and others, through the Senate, on questions relating to actual, possible or alleged discrimination as it affects the faculty and staff of Rutgers or Rutgers’ responsibility to the public.~~
- ~~• Advise administrative officers and others, through the Senate, on questions relating to actual, possible, or alleged discrimination as they affect the faculty and other personnel of Rutgers, or Rutgers’ responsibility to the public.~~

Remove from Academic Standards, Regulations and Admissions Committee and Instruction, Curricula and Advising Committee:

- ~~• Advise administrative officers and others, through the Senate, on questions relating to actual, possible, or alleged discrimination as they may affect the students, faculty, and staff of Rutgers, or Rutgers’ responsibility to the public.~~

Add to this Section:

It is recommended by the Ad Hoc Committee on Equity, Diversity, and Inclusion; that the new committee be renamed as follows the (Access, Belonging, Inclusion, Diversity, and Equity Committee—ABIDE)

Standing Charge: The Equity, Diversity, and Inclusion Committee (EDIC) (**Access, Belonging, Inclusion, Diversity, and Equity—ABIDE**) shall have primary responsibility for matters pertaining to:

- Enhancing campus climate;

- **Combating the entire range of forms of bias** (including racism, sexism, **disability, antisemitism, Islamophobia**, prejudice against LGBTQ+I persons, xenophobia, **and other bias situations as may be determined**,
- Promoting, equity, diversity, inclusion, anti-racism, access, belonging, and equal opportunities for access and success on all Rutgers campuses. These shall include, but are not limited to, the following:
 - Actively promote an equitable, diverse, and inclusive University community.
 - Make recommendations to the Senate to improve **access, belonging, inclusion, diversity, and equity**.
 - Advise administrative officers and others, through the Senate, on questions relating to actual, possible, or alleged discrimination as they affect the students, faculty, staff, alumni, and other personnel of Rutgers, members of the university community including and not limited to program participants, visitors, and other guests, or Rutgers’ responsibility to the public (**these matters may pertain to the following but not exclusively; race, age, gender, religion, spirituality or faith, sexual orientation, disability status, access, ethnicity or nationality, tribal or indigenous affiliation, Citizenship, social class, body size or type, xenophobia, marginalized groups and other areas of concern—that may contribute to disenfranchisement, inequity, harassment, threats, and or violence against members of the university community**).
- In collaboration with other appropriate Senate committees, advise on matters pertaining to the recruitment, retention, and promotion of diverse faculty and staff.
- The recruitment, retention of a diverse student population is central to our mission as a university. In collaboration with other Senate committees, advise on matters related to the recruitment and retention of diverse students and students from historically marginalized and underserved communities, academic success, and overall experience of belonging at Rutgers.
- Identify data for analysis of university progress toward ABIDE goal achievement.
- Request not less than annually, that the central administration provide all University Senate members, and Senate staff with appropriate education & training modules on matters pertaining to ABIDE.
- Collaborate with Senate committees on matters related to “free speech,” and to review the central administration’s appropriate data pertaining to harassment, hostile environments, and concerns for safety & security.
- Request the central administration to regularly provide “university status/state of ABIDE” (report/address, with particular attention to access, inclusion, and belonging related to individuals with disabilities).
- At least annually, the Senate’s ABIDE committee shall meet with the university Equity Advisors, to share updated and best practices information across Chancellor-led units.
- Explore Senate collaboration with ongoing and planned DEI (**ABIDE**) initiatives across the University through Chancellor-led units.
- The Senior Vice President for Equity shall serve as an ex officio member of this committee, and shall act as administrative liaison to this committee.

Ad Hoc Committee to Propose Changes to the Senate Handbook to Add the Equity, Diversity and Inclusion Committee

To propose changes to the Senate Handbook to add the Equity, Diversity, and Inclusion Committee. The Senate adopted a resolution on Friday October 20, 2023, to re-instate this standing committee and, to formally complete the process, a Standing Charge for the committee needs to be added to the Senate Handbook.

Ad Hoc Committee Roster

Senator/Committee Member

Constituency

Antoinette Y. Farmer, Co- Chair
Ronald Quincy, Co-Chair
Perry Dane
Siatta Davis
Joshua Kaplan
Adam Kustka
Paul McLean
Houshang Parsa
Lydia Predergast
Daniel Rice
Cynthia Saltzman

School of Social Work Faculty *
School of Graduate Studies Faculty
Rutgers Law School Camden Faculty
Camden Staff
New Jersey Medical School Faculty
School of Arts and Sciences—Newark, Faculty
School of Arts & Sciences N-B Faculty **
Alumni Association
Douglas College, Staff
GSAPP, Staff
Camden, Faculty

Notations: Former Senator *
Non-Senate Member **