

Committee on Inclusion and Equity (CIE) in the Department of Psychology Bylaws

Article I. NAME

The name of this organization shall be “Committee on Inclusion and Equity” and commonly referred to as “CIE”.

Article II. Vision and Mission

- A. Vision: To maximize a climate of inclusion and equity in the Department of Psychology and in the ETSU community broadly.
- B. Mission: The Committee will leverage the science and profession of psychology in the service of promoting and affirming inclusion, equity, and diversity within the Department of Psychology and beyond.

Article III. Goals and Objectives

- A. Goal 1: Building a departmental culture of inclusion and equity that
 - a. Objective 1: Creates psychologically safe social environments for candid discussion of issues related to diversity
 - b. Objective 2: Creates psychologically safe physical environments that enact principles of inclusion and equity
 - c. Objective 3: Promotes belongingness where individuals feel they are members of the community and can thrive
 - d. Objective 4: Supports professional development experiences to facilitate dialogues around inclusion, equity, and diversity, both inside and outside of the classroom
 - e. Objective 5: Mobilizes knowledge from discipline-related organizations addressing important social issues that occur in our nation, and
 - f. Objective 6: Recruits and retains diverse faculty, staff, and students.
- B. Goal 2: Promoting a culture of inclusion and equity beyond the department by
 - a. Objective 1: Partnering with psychology student organizations
 - b. Objective 2: Partnering with other departments and organizations to offer programming and share resources, and
 - c. Objective 3: Sharing the psychological science of inclusion and equity with ETSU policy makers.

Article IV. Membership Appointment, Composition, Responsibilities

- A. All members of the committee are appointed through a self-nomination process and at least 2/3 vote of the committee members.
- B. All members shall come from the psychology department.

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- C. The committee shall have representation of experimental and clinical faculty. When possible, equal representation of both concentrations is preferred.
- D. The committee shall have representation of experimental and clinical graduate students. When possible, equal representation of both concentrations is preferred.
- E. The committee shall have at least one representative of psychology undergraduate student majors.
- F. A term for faculty members of the committee shall be for three years. Faculty members may elect to serve an additional term with approval of the committee. No member shall serve more than six consecutive years, but may rejoin after an absence of one academic year. Student terms shall be two years with optional renewal for up to two years.
- G. All terms shall begin in August.
- H. All members shall have voting privileges. For the transaction of business at meetings, a quorum of at least 2/3 members must be present.
- ~~I. All members must be faculty or students in good standing with the university.~~
- J. All members must regularly attend meetings and provide their comments when unable to attend. Regular attendance is defined by at least 50% of meetings during the academic year. The committee may seek a replacement for any member that cannot attend regularly.

Article V. Officers and Representatives

- A. The Committee Chair (or Co-Chair or designee, if applicable) shall:
 - a. Set agenda and lead committee meetings**
 - b. Update departmental DEI plan with input from committee**
 - c. Revise, distribute, and analyze departmental DEI surveys**
 - d. Inform departmental faculty and graduate students of DEI activities**
 - e. Oversee rotation of faculty/student committee membership and facilitation of new members**
 - f. Ensure accuracy/currency of committee website**
 - g. Complete annual report of departmental DEI activities when asked by CAS Associate Dean**
 - h. Vision, plan, and oversee other DEI activities of committee**
- B. No person may serve more than 6 consecutive years as Chair of the Committee.
- C. Election for the Chair position shall be open to all faculty members of the Committee.

Article VI. Meetings

The committee shall meet twice per month during the regular academic year.

The committee chair or designee shall officiate at meetings.

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Meetings shall be open to the entire psychology department. Individuals wishing to express views will be permitted to do so by placing items on the agenda through the committee chair. Regular invitations will be made in faculty meetings to encourage participation.

The committee chair will send out the agenda to the committee in advance of each meeting.

Article VII. Ratification and Amendment of Bylaws

- A. The bylaws govern the committee and its practices. Changes to bylaws can be proposed by any committee member provided that any notice of proposed alteration shall be given to all voting members in advance of the date of the meeting at which the bylaws are to be changed.
- B. The committee by a vote of at least 2/3 of the membership shall have the power to alter, amend, or repeal the bylaws at any committee meeting.

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