

LSU SVM Diversity Committee Bylaws

Faculty Standing Committee

Faculty Standing Committees shall deal with regular tasks of administering the established responsibilities of the School of Veterinary Medicine. Proposals for major changes will be brought before the General Faculty through its meeting agenda. These committees shall be established by the Dean, who shall determine membership, terms of service, reporting procedures, etc.

Article I. Duties and Responsibilities

SVM Diversity Mission Statement

The Louisiana State University School of Veterinary Medicine celebrates and embraces differences in each individual and strives to create an environment that promotes cultural inclusion, mutual respect, and trust among members of the community of students, faculty, and staff. The LSU SVM rejects any form of discrimination, prejudice, or bias, including, but not limited to, discrimination based on sex, gender, gender identity, gender expression, sexual orientation, race, ethnicity, national origin, belief system, age, education, and (dis)ability.

Section I. The Diversity Committee shall function as a forum to discuss SVM diversity programs and initiatives that increase the diversity and inclusion of faculty, staff, and students. The Committee will support the LSU SVM Diversity Mission Statement.

Section II. The Diversity Committee shall offer recommendations to the SVM Diversity Office on diversity-related items, such as policies, media presence, trainings, etc.

Article II. Membership

Section I. Membership on the Diversity Committee is open to any SVM affiliate. There is no minimum or maximum number of members to be a part of the Diversity Committee. Ideally, one member from each department and division in the SVM should be represented on the committee. Voting members include members from CBS, PBS, VCS, DLAM, LADDL, Library, VOICE, and Staff. Members of the SVM Diversity Office will serve as *ex officio* members on the committee. *Ex officio* members are non-voting members.

Section II. The chair will be decided through an official election process. Self-nominations will be accepted. Each officer's term shall be for three years. Officers may be re-elected to serve consecutive terms but may not serve beyond the length of the committee term (two consecutive terms of three years). The chair will be restricted to active members of the Diversity Committee (see Article 2: Section V). *Ex officio* members are eligible to serve as the chair. The chair predecessor will serve as the advisor to the newly elected chair for a period of one year after the new chair takes office. If the chair is not a member of the SVM Diversity Office, the SVM Diversity Office will serve as the advisor for the entirety of the chair's term. Elections will take place during the Spring semester and will start in the Fall semester.

Section III. If the committee deems the chair unfit to lead, the committee can vote to remove the chair from office. A majority vote of all active members must be achieved in order to remove the chair. If a chair is removed from office, an interim chair will be appointed by the SVM Diversity Office until a new officer assumes the position. Any member who is removed from office is ineligible for re-election in the subsequent election.

Section IV. Ad hoc subcommittees may be formed to further the goals of the committee. These subcommittees will be voluntary, and in many cases, should be comprised of a mix of faculty, staff, and students. Not all members are required to serve on a subcommittee.

Section V. Nominations for membership are submitted to the chair and a majority vote of the membership will be held when new member nominations are put forth. There is no limit to the number of members from a particular department or unit and self-nominations are accepted. To be considered voting members, faculty, staff, and students should attempt to attend all meetings but should miss no more than two meetings per semester. If a member is the representative for their department or division and needs to miss a meeting, an appointed alternate should take their place OR the member should send updates to the committee chair prior to the meeting.

Article III. Voting

Section I. Decisions affecting the committee will be determined by a majority of those who attend the meeting. The members present at this particular meeting shall constitute the quorum. Decisions shall be reached by a simple majority (50% + 1) of those present and voting at any meeting.

Section II. If a time-sensitive vote needs to occur, the vote will take place via a confidential medium, such as anonymous electronic surveys or anonymous paper ballots. The decision will be determined by a majority of those who submit their response by the deadline. A minimum of simple majority (50% + 1) of voting members must vote for the vote to be valid.