



3.2.2 Standing Committee on Social Justice and Diversity

- 3.2.2.1 The main purpose of the Standing Committee on Social Justice and Diversity is to serve as a catalyst for development, implementation, and assessment of a comprehensive strategy to address social justice, equity and inclusion in the Silver School of Social Work.
- 3.2.2.2 The activities of the Committee on Social Justice and Diversity will include but not be limited to:
 - a. Developing a comprehensive strategic diversity plan that creates an equitable and inclusive School environment for all students, faculty, staff and administrators;
 - b. Ensuring the enhancement of the explicit and implicit curriculum and teaching in the areas of social justice, equity and inclusion;
 - c. Proposing diversity action items related to the School's Strategic Plan;
 - d. Making recommendations related to recruitment, admissions, retention, career development and climate issues for students from racially diverse and other traditionally underrepresented groups in all of our academic programs;
 - e. Making recommendations related to recruitment, hiring, retention, career development, and promotion of faculty—including adjunct and field faculty – and staff from racially diverse and other traditionally underrepresented groups;
 - f. Collaborating with and supporting all School and University-wide initiatives addressing social justice and diversity when appropriate and in keeping with the committee's overall purpose/agenda.
- 3.2.2.3 The Standing Committee on Social Justice and Diversity will consult with faculty, administrators, staff, students and alumni as needed in its work. The Committee's recommendations will be submitted to faculty for periodic review and approval as appropriate. Recommendations of the Committee will be referred to the Dean's office for staffing and implementation as needed.
- 3.2.2.4 The members of the Standing Committee on Social Justice and Diversity shall be appointed by the Dean. The membership shall consist of:
 - a. Five (5) faculty members with one being a full Professor, one an Associate Professor, and one an Assistant Professor and two being clinical faculty members (one 'Master Teacher' and one a member of the Field Learning area);

- b. Four (4) students;
- c. Two (2) staff members, one in an administrative role and one union member; and
- d. The individual(s) designated by the School as being responsible for diversity matters within the School (as per the Strategic Plan) when such a person is identified.

3.2.2.5 In addition, a significant portion of the members of this standing committee should be drawn from racially diverse and other traditionally underrepresented groups.

3.2.2.6 Members of the Committee shall serve staggered 2-year terms.

3.2.2.7 The Committee's chairperson shall be a faculty member of the committee, to be elected by the committee members as a whole. Co-chairing is an option; an elected chair has the choice to appoint assistant(s).

3.2.2.8 The Committee shall meet a minimum of 8 times in each academic year and shall submit a report on its activities to the faculty as a whole at the end of each year.