

**ARTICLE XI****COMMITTEE ON DIVERSITY,  
EQUITY, AND INCLUSION**

The CLAS Committee on Diversity, Equity, and Inclusion comprises between 13-17 voting members. The committee composition includes: 1). five representatives selected by CLAS Faculty Assembly, including at least one instructional track faculty and at least one tenure track faculty; 2). two representatives selected by CLAS Staff Council; 3). at least four faculty members appointed by the CLAS Dean's Office, including one faculty member from each rank or track, and 4). one undergraduate student, one graduate student, and a staff member of the CLAS Dean's Office. The Dean or an associate dean designated by the Dean who acts as the College's Director of Diversity, Equity, and Inclusion shall chair the committee and serve as an ex-officio non-voting member. Members appointed by Faculty Assembly are required to be elected members of Faculty Assembly at the time of appointment and for their length of service on the DEI Committee. Each of these members will serve 1-3 year terms, depending on their length of service on Faculty Assembly. If an individual leaves Faculty Assembly, they will be replaced on the DEI Committee by another Faculty Assembly member, who will serve a 1-3 year term depending on their time remaining in Faculty Assembly. Members appointed by CLAS Staff Council must be on CLAS Staff Council. These members will serve 1-3 year terms. Should a member leave CLAS Staff Council, they will be replaced on the DEI Committee. Members appointed by the Dean's office will serve 1-3 year terms.

The committee shall meet at least once each month during the academic year or at other times (including during the summer) as the chair may request. Once a year, it should provide a report to the Dean and Faculty Assembly about the state of diversity, equity, and inclusion in the College. This report should engage the recruitment and retention of faculty, staff, and students, make curriculum recommendations with regard to DEI, and contextualize the College's DEI efforts in relation with the UI Division of Diversity, Equity, and Inclusion. As it operates, the Committee of Diversity, Equity, and Inclusion should be both diagnostic and visionary. It should examine the College's DEI structure, and at the same time, it should identify leading edge initiatives that could benefit CLAS and the University of Iowa.