

Towards a Framework for Committee Appointments (DRAFT)

Background: The purpose of this framework is to operationalize the [Student-Ready Resolution](#) and the [Equity Resolution](#) to guide our appointments of faculty to all committees in accordance with [Title 5 5, § 53203 \(f\)](#).

Preamble: We celebrate that our community is rich in diverse history, culture, experience, beliefs, and backgrounds. As educators, and as an educational institution, we have a stated commitment to equity. As so much of our work is done in committees, it is necessary that the membership of each committee reflect these values.

Committee: Any group formed at the campus or district level with a charge, required meetings, and expected outcomes.

All these questions must be answered “Yes” for the appointment to go forward

1. Is the faculty senate being engaged as collaborative partners with a common goal of transforming lives for all students we serve?
2. Does the recommended appointee bring assets that are in alignment with the [comprehensive diversity framework](#)?
3. (For selection committees only) Has the recommended appointee completed the unconscious bias training?
4. Will the recommended appointee be part of a diverse committee with voices that can adequately represent a diverse faculty and serve the needs of diverse students?

Questions for the Senate:

- a) How can we ensure that faculty participants on committees have a commitment to equity and social justice?
- b) Does the actual racial and gender balance in representation have to be mentioned as a criterion?