

# Committee on Social Equity

## Statement of Purpose

- To address existing and potential bias issues including, but not limited to:
  - a. Age
  - b. Country of Origin
  - c. Culture
  - d. Ethnicity
  - e. Gender
  - f. Language
  - g. Race
  - h. Religion
  - i. Sexual orientation
  - j. Social stratification
  - k. Special populations;
- To present varied forums for the above issues to be discussed/presented;
- To provide a clearinghouse or non-structured platform for students, faculty and staff to voice concerns about biases within the college sphere whether real or potential - **this committee is not an avenue to file a grievance or complaint;**
- To become a “weathervane” on campus for changes in attitude and/or increases in a potential bias amongst the population as a whole; to act as a vehicle to pro-actively disseminate information on diversity.

## Authorization

Authorized by FSEC.

(12/12/03, FSEC approved adding “country of origin” and “ethnicity” to the list of biases to be addressed by COSE and the addition of a student and a representative from the HCC Staff Advisory Council to the composition of COSE.)

## Structure of Committee

Although the total number of committee members may vary from year to year, the suggested committee composition is as follows:

- Five (5) faculty members, selected by Committee on Committees; Eligibility requirements are tenure/non-tenure (T/N), full-time/part-time (F/P), and appointed (A).
- A student representative, selected by Student Government; and
- A representative from Staff Advisory Council.

When members leave the committee, the respective appointing authority is contacted for a replacement.

The chair is selected through the nomination process or by volunteering. The role of the recorder is rotated amongst committee members on a voluntary basis.

**Scope of Authority**

While this committee has no authority to implement policy or procedures, the committee does plan activities to raise peoples' understanding of social equity. With committee approval, suggested recommendations on such issues can be forwarded to FSEC for consideration.

**Meetings**

The committee meets once a month and uses Robert's Rules of Order to conduct business.

**Documentation/Communication**

Minutes are recorded and posted on the website, and copies of meetings and handouts are also stored in committee binder that is housed with current Chair. Committee also uses e-mail and event posting on HCC's intranet site to announce committee special events.