**CVM Diversity and Inclusion Committee**

**Bylaws**

**Article I: Name**

The name of this committee will be The Mississippi State University College of Veterinary Medicine Diversity and Inclusion Committee (“CVM Diversity Committee”).

**Article II: Purpose**

* To help create and sustain a welcoming, supportive, and inclusive college climate for all faculty, staff, students, and visitors of the CVM
* To assist in recruitment of students from underrepresented populations.
* To contribute to the recruitment and retention of underrepresented populations into faculty, staff, and leadership positions.
* To develop and strengthen outreach programs for Mississippi communities that are underrepresented in veterinary medicine.
* To serve in an advisory capacity to provide strategic direction, guidance, and recommendations to the CVM Dean’s Cabinet regarding diversity, inclusion, access, and initiatives.
* To gather information regarding current initiatives and programming (including curriculum and research) being implemented to enhance equity, diversity, inclusion, and access and to highlight promising practices and initiatives that can address diversity efforts within the College.
* To create college-wide action and implementation plans regarding access, diversity, and inclusion that are aligned with the university’s strategic plan regarding inclusive excellence.
* To produce an annual report of diversity and inclusion efforts within the College.

**Article III: Membership**

1. The Diversity Chair is appointed by the CVM Dean, serves on the CVM Cabinet, and serves as Chair of the CVM Diversity Committee (2-year term). The Diversity Chair is the chief equity, diversity, and inclusion officer within the College and serves on the University wide Diversity Leadership Council.
2. The CVM Diversity Committee will consist of 10-15 members and include professional and support staff, professional and graduate students, and tenured and non-tenured faculty. It should also include members with diverse interests, experiences, backgrounds, and roles with the college (clinical practice, teaching, research, administrative, IT, facilities, custodial, etc.).
	1. At least one faculty or staff member from each College department will serve on the CVM Diversity Committee. When vacancies occur, the department will elect one faculty and/or staff member to serve on the committee.
	2. The president of the student VOICE/Broad Spectrum Club will be an appointed member of the committee.
	3. The Diversity Chair, with advisement of the committee, will invite other members (including those outside of the department structure) to ensure diversity among the committee membership, to ensure that professional and support staff, professional and graduate students, and tenured and non-tenured faculty are represented, and to enhance the committee’s ability to fulfill its purpose.
	4. Larger focus groups representing the diversity of the entire college will be formed by the direction of the committee when necessary for specific initiatives.
	5. The Diversity Chair will appoint one committee member to serve as Secretary.
3. Term of Membership:
4. Members are selected to serve three-year terms but may be staggered according to the needs to the committee.
5. The Diversity Chair will serve a 2-year term.
6. Should a member leave the committee prior to the completion of their term, a new member will be selected as described in Article III-B to complete the unfulfilled term.

**Article IV: Meetings**

1. The committee will meet at least once per semester.
2. Additional meetings will be held, when necessary.
3. Special meetings may be called by the Diversity Officer.
4. Decisions of the committee will be by majority vote of members present at the meetings and/or by email. A quorum of 50% of the members must vote for the results to be valid. The Committee is advisory to the CVM Dean’s Cabinet.

**Article V: Duties of Members**

1. As a committee, to establish meeting dates and times that allow participation of a majority of the committee members.
2. The committee members will determine the priorities of the committee.
3. The duties of the members will be to fulfill the purpose of the committee, as outlined in Article II.