

## Inclusive Community Subcommittee (IC)

**Mission.** The Faculty Senate Inclusive Community Subcommittee (IC) serves to coordinate faculty efforts to strengthen the campus climate at Lehigh University by enhancing equity, diversity, and global engagement. It seeks to facilitate faculty involvement in these efforts across colleges and administration to continually monitor and enhance campus climate. We are committed to upholding the Principles of our Equitable Community and to help support and maintain an inclusive, equitable, and accessible educational community founded on the free and open exchange of ideas.

**Purpose.** The IC subcommittee considers policies and regulations that promote and enhance campus climate and provides for equitable, diverse, inclusive, and global engagement of all its members. As a faculty-led committee, IC seeks to coordinate with administrative structures already in place to achieving our mission. The IC may act proactively by incorporating best practices or be responsive to university policy changes and other factors that affect the campus climate.

**Operation.** IC subcommittee consults broadly with Lehigh administrators and the faculty at large, as well as those Senate and University standing committees concerned with areas relevant to campus climate, most particularly with Council of Equity and Community (CEC), and Faculty Committee on Global Affairs (FCGA).

**Membership.** Core membership consists of *at least* three members of the Faculty Senate. The Chair of IC will be the senator serving on the Executive Committee (EC).

### Some Tasks and Priorities of IC Subcommittee for AU 2019-2020

- Develop *Faculty Rights and Responsibilities* (FRR) for senate & faculty approval
- Consider developing & drafting *Procedures for Disciplinary Action* regarding FRR infractions as well as dovetail these efforts with existing similar policies & procedures (Ethical Conduct in Academic Research, Scholarship, and Creative Activities & Procedures for Harassment and non-Discrimination).
- Update *Procedures for Harassment and non-discrimination* with respect to Informal Resolution network, issues of bullying, and policy on romantic relations between faculty & students (R&P A2.3)
- And other issues that may arise...