

NAME

The name of the Committee shall be the Student Bar Association Diversity Committee (Committee).

PURPOSE

The University of Connecticut School of Law strives to imbue its students with the qualities of great lawyers. Students are taught regularly that the cornerstone of our legal profession is every person and every viewpoint deserves zealous representation and advocacy. To meet that end, as future lawyers and leaders, students attending the University of Connecticut School of Law strive to create a community that is inclusive of all viewpoints, races, nationalities, religions, and sexual orientation. The University of Connecticut School of Law Diversity Committee, a standing Committee under the umbrella of the University of Connecticut School of Law Student Bar Association (SBA), acts both proactively and reactively to promote, ensure and protect the open and inclusive nature of our law school's community.

The Committee acts proactively to promote diversity and create an open and inclusive community by working with administrators and faculty to ensure diversity training for students during orientation, for faculty as a part of their regular professional development, and by sponsoring events—such as, but not limited to, Diversity Week—throughout the school year that bring all members of our community together for thought provoking debate and discussion on the creation and maintenance of an inclusive community.

The Committee acts reactively when an event—on campus, within the law school community, the greater Hartford community, within the State of Connecticut, or throughout our nation—enhances or challenges our belief in an open and inclusive community. The Committee will act as a fact finder and facilitator of discussion for events that happen on campus or within the law school community. The Committee will act as a facilitator of discussion for events that occur at the city, state, or national level but do not result from actions taken by members of our community.

DEFINITIONS

Diversity: The human characteristics that differentiate us from one another, as well as the characteristics that make us alike. Dimensions of diversity include but are not limited to: age, ethnicity, gender, physical abilities/ qualities, race, sexual orientation, educational background, geographic location, income, marital status, military experience, parental status, religious beliefs, political affiliation, work experience, and job classification. Conceptually, diversity is a broader quality. An understanding of the inherent differences in any relationship creates respect, thoughtfulness, and openness that are prerequisites of intellectual diversity and legal ethics.

Committee: The members of the Diversity Committee of the University of Connecticut's School of Law. These members are appointed by the current SBA President. There are three types of members: students, faculty and staff. The Committee is divided into the core group and the peripheral/Advisory Sub-Committee group. The core group is solely composed of the student members. The advisory group is composed of the faculty, staff, and administrative members.

Membership: Individual students who are committed to respecting and engaging the perspectives of one another and members of the community in an effort to further the Committee's purpose as described in Section II. There shall be seven (7) student members appointed by the SBA President to serve on the Committee. These students shall not be SBA Representatives or hold any office in the Student Bar Association. Unless otherwise specified, the term "member" refers to student members of the Committee. Faculty members of the Committee are those that have been appointed, pursuant to Section VIII (B), to be a part of the Advisory Sub-Committee. Two (2) faculty members shall be appointed. Administrative members are those that have been appointed pursuant to Section VIII (B) to be a part of the Advisory Sub-Committee. Two (2) administrative members shall be appointed. Staff member is the person who has been appointed pursuant to Section VIII (B) to be a part of the Advisory Sub-Committee. One (1) staff member shall be appointed.

Underrepresented Minorities: Individuals who are traditionally underrepresented within the student body, including but not limited to sexual orientation, disability, or other individuals, not included in Students or Persons of Color or Intellectual Minority, so long as consistent with the goal of promoting diversity set forth in these bylaws.

Students or Persons of Color: Individuals who are traditionally underrepresented within the student body, including but not limited to African-Americans, Arab-Americans, Asian-Americans, Latinos, Native Americans, South-Asian Americans, multiracial students, foreign student, or other individuals so long as consistent with the goal of promoting diversity set forth in these bylaws.

Intellectual Minorities: Individuals adhering to political, ideological or moral beliefs that are underrepresented within the law school community, including but not limited to, political party membership or religious affiliation, so long as consistent with the goal of promoting diversity set forth in these bylaws.

MEMBERSHIP

Committee Composition

- A. The Committee shall be comprised of a total of seven (7) students. The Committee shall include:
 - a. A minimum of one (1) 1L student, one (1) 2L student, one (1) 3L student, and one (1) Evening Division student, of any year, of which must include:
 - i. A minimum of one (1) member of an intellectual minority, one (1) member of an underrepresented minority, and two (2) students of color.
- B. Two (2) of the seven (7) students shall serve as co-chairs.
 - a. One (1) co-chairperson must be a 3L student.
 - b. Each co-chairperson must have completed at least one (1) semester at the University of Connecticut School of Law.
- C. Members of the Committee shall not be a representative or officer of the SBA.
- D. Appointment of Committee Members

- E. Each member of the Committee shall be:
 - 1. Appointed by the SBA President; and
 - 2. Confirmed upon a majority vote of the SBA.
 - 3. Appointments shall not be made inconsistent with subsection (A) of this section.
 - 4. Appointments shall be made two (2) weeks following the election of the SBA.
 - 5. Newly appointed members of the Committee must be confirmed by the prior year's Committee members.
 - 6. The Committee shall appoint one (1) chairperson.
 - 7. The SBA president shall appoint one (1) chairperson at his or her discretion.
 - 8. The Committee, not the SBA President, shall appoint the Keeper of Records and Minutes.
- F. Term Limits
 - 0. Members may hold positions for a maximum of two (2) academic years.
 - 1. Co-Chair-persons shall hold such position for a maximum of one (1) academic year.

RESPONSIBILITIES

- A. Co-Chairpersons
 - 1. Membership on Dean's Diversity Committee
 - a. One (1) Co-Chairperson of the Committee shall participate as a full member of the University of Connecticut School of Law's Dean's Diversity Committee.
 - i. The Committee shall determine, by majority vote, pursuant to Section VI(D)(2), which Co-Chairperson shall participate as a full member of the University of Connecticut School of Law's Dean's Diversity Committee.
 - 2. It is the duty of the two (2) Co-Chairpersons to:
 - a. Prepare a semi-annual written report and provide it to the Office of Diversity and Equity in Storrs, in addition to the UConn Law School Faculty, Administrators, Staff Members, and any other organization on and off campus which the Committee, the SBA, and/or students deems necessary.
 - i. The report shall include fact and opinion on the following:
 - A. Any and all student grievances related to issues of race, gender, sexual orientation, religion, creed, disability, age, and/or system of beliefs
 - B. Inclusiveness of the campus's atmosphere;
 - C. Faculty involvement in diversity events;
 - D. Faculty discussion of diversity or issues of race, gender, sexual orientation, religion, creed, disability, age, and/or system of beliefs in the classroom;
 - E. Involvement of the administration in diversity events;
 - F. The number of diversity training and/or workshops provided to students, faculty, administrators, and staff.
- B. All members

1. Foster an Inclusive Atmosphere
 - a. All members shall continuously foster an environment of tolerance, respect, and inclusion.
2. Meetings
 - a. All members shall attend meetings and assist in the planning and execution of events.
 - b. The Committee shall meet once per month, at a date and time it chooses.
 - i. The Committee shall decide whether a meeting will be open to the public.
 - c. Additional meetings shall be held at the discretion of one (1) co-chairperson.
 - d. One meeting shall be held per semester.
3. Diversity Events
This Committee shall:
 - a. Serve as a leader of diversity events and projects that the student body is asked to assist in planning and executing;
 - b. Develop and execute an event or project, addressing tolerance and respect for one another's race, gender, sexual orientation, religion, creed, disability, age and/or system of beliefs, to present to 1L students at orientation;
 - c. Plan and execute Diversity Week events, on and off campus, in collaboration with different organizations.
4. Advisory Role to Entire Campus Community
 - a. This Committee shall serve as an advisory committee to all student groups, faculty, faculty Committees, administrators, and staff members on issues of diversity and diversity events.
5. Advisory Role to the SBA
 - a. The Committee exists as a conduit between students and the SBA. In its role as a conduit the Committee will transmit proposals, submitted to it by students, that further the goals of an open and inclusive community to the SBA for its approval.
6. Conflict Resolution Facilitation and Mediation
This Committee shall:
 - a. Provide an open forum for students to discuss grievances related to issues of race, gender, sexual orientation, religion, creed, disability, age and/or system of beliefs;
 - b. Investigate student grievances related to issues of race, gender, sexual orientation, religion, creed, disability, age and/or system of beliefs;
 - c. Determine the facts that underlie those grievances by talking to the aggrieved and offending parties in a closed environment; and
 - d. If the Committee deems necessary, facilitate discussions between the aggrieved and offending parties.
 - i. With the permission of parties involved, the Committee may facilitate community-wide discussions.

C. Failure to Meet Responsibilities

1. Should any member or chair of the Committee fail to meet the responsibilities stated in parts A and B of this Section, the Committee may expel that individual by:
 - a. unanimous vote of the Committee.
 - b. The SBA has no authority to remove any member of the Committee.
2. The SBA President must fill vacant seats on the Committee within Two (2) weeks of a seat being vacated.
 - a. Individuals appointed to fill vacant seats must be confirmed per Section IV(B).

VOTING

- A. The Committee shall be a voting body.
 1. Each member of the Committee shall have one (1) equal vote.
- B. The Advisory Sub-Committee shall not be a voting body.
- C. Voting Process
 1. All seven (7) members of the Committee must be present in order to constitute a quorum for a vote to be held.
 2. Voting shall not be by secret ballot, and shall not be disclosed to the SBA, faculty, administration, or the community.
- D. The Committee shall vote on the following:
 1. Unanimous Vote required:
 - a. Bylaws;
 - b. Issuance of statements to the SBA;
 - c. Issuance of public statements;
 - d. Removal of Committee members; and
 - e. Public meetings.
 2. Majority vote required:
 - a. Events;
 - b. Inclusion of the Advisory Sub-Committee;
 - c. New members to the Committee following SBA elections; and
 - d. Which of the two (2) Committee Co-Chairpersons will serve on the University of Connecticut School of Law's Dean's Diversity Committee.

- **AMENDMENTS**

- A. Any amendments to the bylaws must be approved by the Committee pursuant to Section VI (D)(1); and
- B. Must be approved by the SBA by majority vote.

- **ADVISORY SUB-COMMITTEE**

(Subject to the creation and maintenance of the Dean's Diversity Advisory Committee.)

- A. Advisory Sub-Committee Composition

1. The Advisory Sub-Committee shall consist of a total of five (5) members:
 - a. Two (2) faculty members, two (2) administrators, and one (1) staff member, of which must include:

- i. A minimum of one (1) person of color, (1) underrepresented minority, and one (1) person of an intellectual minority.

B. Appointment of Advisory Sub-Committee Members

1. Each member of the Advisory Sub-Committee shall be appointed by the SBA President; and
2. Confirmed by a majority vote of the SBA representatives.
 - a. Appointments shall not be made inconsistent with subsection (A) of this section.

C. Role of the Advisory Sub-Committee

1. The Advisory Sub-Committee will attend Committee meetings when, pursuant to VI(D)(2), the Committee, requests their attendance.
2. The Advisory Sub-Committee shall not be a voting body.