

May 2022

To: The SIPA Community

From: Michael Nutter, Suresh Naidu and Jenny McGill
DEICE Committee Co-Chairs

Subject: **DEICE Committee's 2021-22 Activities and Plans**

1. We are pleased to provide this update on the activities of the Diversity, Equity, Inclusion, Climate, Engagement (DEICE) Committee over the past school year, and to share our plans for the coming summer and school year. Our priorities this year were guided by recommendations from the diversity, equity and inclusion (DEI) assessment of SIPA completed in June 2021.

2. **DEICE Committee Restructuring and Updated Bylaws.** Based on recommendations from the DEI assessment, we merged the standing Diversity Committee with the DEI Steering Committee (which had coordinated the DEI assessment) in the expanded DEICE Committee. The committee now includes members of the Dean's Office, staff, faculty and students, and the student members include both general student representatives and representatives of the Diversity Coalition of student organizations (see [Annex 1](#)). Based on priority areas in the DEI assessment, we expanded our permanent subcommittees to include Student Diversity and Campus Climate, Staff Diversity and Inclusion, Faculty Diversity and Curriculum, Events and Programming, and Communications, as well as a Steering Group (see [Annex 2](#)). We also formed an ad hoc Governance Subcommittee, which updated the DEICE Committee Bylaws to reflect our new structure and scope of work. These updated bylaws were endorsed by the DEICE Committee at our April 27 meeting and are attached as [Annex 3](#).

3. **DEICE Committee Meetings.** Over the past year, we held monthly meetings on the last Wednesday of each month. These included an open forum meeting on December 15 that former Dean Janow, Interim Dean Christensen and Vice Dean Schlenker attended. We met again with Interim Dean Christensen on January 19, and with Senior Vice Provost Mitchell and Associate Provost Adina Brooks on January 26 to discuss Columbia's and SIPA's faculty diversity initiatives. We also met on November 10 with the Isaacson Miller consultants supporting the search for a new associate dean for diversity and community engagement, and on May 9 and May 12 with the shortlisted candidates for this position. One of the co-chairs also represented the DEICE Committee at SIPA's Development and Alumni Team retreat in February to discuss opportunities to collaborate with alumni on DEI issues.

4. **Student Diversity and Campus Climate.** The Student Diversity and Campus Climate Subcommittee focused this year on several issues related to improving the climate at SIPA. These included ways to improve the process for reporting and addressing incidents of bias or harassment, especially for students of color; to facilitate constructive conversations among students on sensitive topics; and to increase mental health resources for students related to diversity issues. The subcommittee also discussed improved strategies for recruiting, admitting and retaining students of color and first-generation students. In the coming school year, the subcommittee plans to coordinate with the Events and Programming Subcommittee to organize Critical Conversations for the SIPA community; to coordinate with the Faculty Diversity and Curriculum Subcommittee

on options for a possible core course on race and policy and on addressing incidents of bias in the classroom and in interactions with faculty; and to coordinate with the Communications Subcommittee on issuing statements and messaging. The subcommittee will also coordinate with the Office of Student Affairs (OSA) to improve orientation programming for incoming students; with the Office of University Life to assess and increase mental health resources for students related to diversity issues; and with the Office of Admissions and Financial Aid to develop data-driven recommendations on recruiting, admitting and retaining students of color and first-generation students (such as targeted recruitment strategies, increased financial aid, and collaboration with student organizations).

5. **Diversity Coalition.** The Diversity Coalition includes student organizations (listed at the end of [Annex 3](#)) whose mission supports DEI at SIPA, and the Coalition has played a crucial role in advocating for DEI at SIPA. In conjunction with updating the DEICE Committee Bylaws (noted above), representatives of the Diversity Coalition organizations and the SIPA Student Association (SIPASA) met this spring with Deans Yee and Gadsden-Wiggins from OSA to confirm their governance structure and relationships with both SIPASA and the DEICE Committee. Going forward, SIPASA will designate a DEI chair, who will represent SIPASA on the DEICE Committee and who will organize and convene meetings of the Diversity Coalition. Other student organizations whose missions also support DEI at SIPA will be invited to join the Diversity Coalition in fall 2022. The Coalition will meet monthly during the school year to address issues pertinent to the student body with the aim of sharing information and providing mutual support. The general student representatives to the DEICE Committee will also be invited to attend Coalition meetings. SIPASA's DEI chair and the Diversity Coalition representatives will be nominated by their student organizations in December of each school year, following the election of new leadership by the organizations. The Coalition will nominate 10 representatives to the DEICE Committee in December/January of each school year. These representatives will not include SIPASA's DEI chair or the general student members of the DEICE Committee.

6. **Staff Diversity and Inclusion.** The Staff Diversity and Inclusion Subcommittee discussed various initiatives to improve the workplace climate for SIPA staff. Based on these discussions, the subcommittee organized a very well-attended staff social and community-building event on March 10, and the subcommittee plans to host more social events for all SIPA staff in the coming school year. The subcommittee also discussed possible improvements in the onboarding of new staff, which they will share with SIPA's Human Resources team. The subcommittee conducted a benchmarking exercise including other Columbia graduate schools as well as other schools and universities, to identify possible ways to address the needs of SIPA staff. Based on this study, the subcommittee is developing a proposal for a Staff Council that could provide a forum for staff members, advise SIPA leadership on staff-related issues, support staff recruitment, professional development and retention, and advance DEI for staff in coordination with the DEICE Committee. This proposal will be submitted to SIPA leadership this summer.

7. **Faculty Diversity and Curriculum.** Over the past school year, the Faculty Diversity and Curriculum Subcommittee kept the full DEICE Committee apprised of ongoing faculty searches, and encouraged student members of the committee in particular to attend job talks for these searches. The subcommittee focused in particular on (a) opportunities to increase attention to DEI issues in the SIPA curriculum and (b) possible approaches to strengthen the capacity of SIPA faculty to address DEI issues in their courses.

a. **Curriculum.** The subcommittee provided input to a baseline DEI curricular survey developed by the Office of Academic Affairs (OAA) for SIPA's academic programs, which was circulated to program directors in March. The subcommittee also considered a set of student proposals¹ to develop a core course or distributional requirement on race, identity and policy, and met with faculty members from Harvard's Kennedy School and Princeton's School of Public and International Affairs who have been involved in introducing new

¹ The students, Macire Aribot, Nina Liew, Jasmine McClam and Leselle Vincent, initially developed the proposals as a final group project in a fall course, *Intersections of Race and Power in Development*, taught by SIPA alumna Shawna Wakefield.

core courses on race and policy at those schools, as well as Prof. Shawna Wakefield, who teaches SIPA's elective course on Intersections of Race and Power in Development. Drawing on the student proposals and these meetings, the subcommittee presented a range of options to the DEICE Committee in its April 27 meeting to strengthen the attention to race, gender, identity and power in the MIA and MPA curricula. We look forward to discussing these options with SIPA leadership and other faculty members beginning this summer.

b. **DEI Capacity Building.** Subcommittee members attended workshops on anti-racist pedagogy and developing anti-racist spaces and places, sponsored by Columbia's Center for Teaching and Learning (CTL) and the RISE student organization, and met with CTL Assistant Director Rebecca Petitti and with Candace Staniel, the DEI expert who facilitated the RISE workshops. Based on these training experiences and meetings, the subcommittee concluded that a combination of practical workshops, coaching and resource support would be most useful to SIPA faculty, ideally including peer exchange of good practices and adaptation of workshop materials to the particular contexts of SIPA concentrations, specializations and programs. The baseline DEI survey conducted by OAA with program directors this spring, as well as input from the Student Diversity and Campus Climate Subcommittee on examples of incidents from classrooms and student-faculty interactions, should be helpful in prioritizing the DEI issues to cover in SIPA-focused workshops. The subcommittee looks forward to working with and supporting the incoming associate dean for diversity and community engagement on both curricular improvements and DEI capacity building in the coming year.

8. **Events and Programming.** The Events and Programming Subcommittee organized and co-sponsored several DEI-related events over the past school year. The DEICE Committee events included two evening Story Slams: The Masks We Wear (December 2) and Voices of Power (February 24), as well as a Women's History Month Coffee Chat with Sarina Prabasi, co-founder of the social enterprise Buunni Coffee (March 28). The DEICE Committee also co-sponsored the IO/UNS panel on the United Nations Strategic Action Plan on Addressing Racism (March 21), the RISE Speak Up: Developing Anti-Racist Spaces and Places workshops (April 8 and April 15), and SIPA's Black Student Graduation (May 16). The OSA DEI Mini-grant Program funded two additional events: the Conflict Resolution Collective and SIPA Students of Color's Racial Healing Circles (March 30) and Women in Leadership's Unconscious Bias Workshop (April 14).

9. **Communications.** The Communications Subcommittee was established this spring, and members of the subcommittee played a key role in developing the DEICE Committee's messages in honor of Black History Month, International Women's Day and Women's History Month, and Asian and Pacific Islander Heritage Month. A message in honor of Pride Month will also be sent in June. Going forward, the subcommittee will play a key role in standardizing the DEICE Committee's messages to the SIPA community and in updating the DEI webpages of the SIPA website as part of a general revamping of the SIPA website taking place this summer.

10. **Plans.** As noted above, the DEICE Committee plans to continue work in the following areas this summer:

- Supporting OSA in strengthening attention to race, gender, and identity in the fall 2022 orientation program for incoming students;
- Advancing the proposal for a new Staff Council and recommending improvements for onboarding new staff;
- Proposing options to strengthen the attention to race, gender, identity and power in the core MIA and MPA curricula; and
- Updating the DEI pages of the SIPA website (in coordination with the general revamping of the website).

In the coming school year, we look forward to continuing to work with SIPA leadership, including incoming Dean Yarhi-Milo and the new associate dean for diversity and community engagement, and with faculty, staff, students and alumni to make SIPA a more diverse, equitable and inclusive community. We plan to continue the initiatives started this year, and hope to expand our work to also support SIPA's adjunct faculty, to engage with

SIPA alumni (through new alumni representatives on the committee), and to foster greater community engagement.

11. **Appreciation.** We would like to thank former Dean Janow and Interim Dean Christensen for their strong leadership on DEI issues, and for their support of our work over the past year. We would also like to thank departing Senior Associate Dean Toomey for her invaluable contributions to the work of the DEICE Committee as well as the search for a new associate dean for diversity and community engagement. Finally, we want to thank all of the graduating students who have served on the DEICE Committee and in the Diversity Coalition for their strong advocacy and engagement on DEI issues, which have had such a positive impact on SIPA. We look forward to their continuing engagement with SIPA as alumni.

DEICE Committee Members
(as of May 2022)

<u>Name</u>	<u>Title/Affiliation</u>
<i>Faculty:</i>	
Sarah Holloway	
Jenny McGill	DEICE Committee Co-chair
Suresh Naidu	DEICE Committee Co-chair
Michael Nutter	DEICE Committee Co-chair
Yumiko Shimabukuro	
Keren Yarhi-Milo	
<i>Staff:</i>	
Shaquana Gadsden-Wiggins	Student Affairs
Yani Lopez-Souza	Student Affairs
Daniel Marquez	Communications and External Relations
Hazel May	Academic Affairs
Laura McCreedy	Dean's Office
Kendal Stewart	MPA-DP Program
Colleen Toomey	Dean's Office
Tsuya Yee	Student Affairs
<i>Students:</i>	
Macire Aribot	SIPA Student Association
Sameea Butt	
Allison Chen	SIPA Students of Color
Cristobal Garcia-Quiroz	Migration Working Group
Nishtha Gupta	Gender Policy Working Group
Aranzazu Jorquiera Johnson	Women in Leadership
Sebastian McAteer	
Jasmine McClam	Second-Year/Advisory
Meyris Montalvo Lopez	
Tochukwu Chinedum Okoye	SIPA Pan-African Network
Nneka Onyeka	Black Graduate Student Union
Emily Teresa Rice	
Kathy Santana	
Rosie Shrestha	Empowering Asian Women
Shahir Shukor	Second-Year/Advisory
Roohi Singh	RISE
Caleb Smith	MPA-ESP Program
Vincent Tang	Second-Year/Advisory
Noa Tann	SPECTRUM
Hamna Tariq	
Leselle Vincent	Second-Year/Advisory

DEICE Subcommittees

(as of May 2022)

Steering Group

Sameea Butt
Shaquana Gadsden-Wiggins
Sarah Holloway
Sebastian McAteer
Laura McCreedy
Jenny McGill
Suresh Naidu
Michael Nutter
Colleen Toomey
Tsuya Yee

Events and Programming

Shaquana Gadsden-Wiggins
Nishtha Gupta
Aranzazu Jorquiera Johnson
Yani Lopez-Souza
Tochukwu Chinedum Okoye
Shahir Shukor
Noa Tann
Leselle Vincent

Student Diversity and Campus Climate

Allison Chen
Cristobal Garcia-Quiroz
Jasmine McClam
Michael Nutter
Nneka Onyeka
Emily Rice
Roohi Singh
Hamna Tariq
Tsuya Yee

Staff Diversity and Inclusion

Daniel Marquez
Laura McCreedy
Kendal Stewart
Colleen Toomey

Faculty Diversity and Curriculum

Sarah Holloway
Hazel May
Jenny McGill
Meyris Montalvo Lopez
Suresh Naidu
Kathy Santana
Rosie Shrestha
Vincent Tang
Leselle Vincent
Keren Yarhi-Milo

Communications

Nishtha Gupta
Daniel Marquez
Emily Rice
Shahir Shukor

DEICE Committee Bylaws – Last Amended April 27, 2022

PREAMBLE

Columbia University’s School of International and Public Affairs (hereafter “SIPA”) hereby ordains and establishes these Bylaws of the Diversity, Equity, Inclusion, Climate and Engagement Committee (hereafter “DEICE Committee”).

The DEICE Committee (formerly the Diversity Task Force) was initiated by a group of students in the 2013-2014 Academic Year, who saw there was an opportunity to create a channel to address issues relating to diversity and inclusion at SIPA. With the support and leadership of Dean Merit Janow and the SIPA Administration, the Diversity Task Force was created in Spring 2014 to address recognized issues and support the efforts of SIPA faculty, staff, and student organizations in fostering a community at SIPA that is welcoming, respectful of individual and group differences, and representative of our society. In 2016, Mayor Michael Nutter, Professor of Practice, was named Faculty Chair of the Diversity Task Force, and Associate Dean Cory Way was appointed Administrative Chair. In Fall 2018, the Diversity Task Force was officially renamed the Diversity Committee. In Fall 2021, the Diversity Committee was restructured and renamed the DEICE Committee, merging the efforts of the Diversity Committee and the DEI Steering Committee, which had been established in the 2020-2021 Academic Year to coordinate a DEI assessment of SIPA. This restructuring was based on the recommendations of the DEI assessment.

These Bylaws supersede all prior constitutions, bylaws, regulations, guidelines and other similar documents relating to the matters contained herein.

ARTICLE I. NAME AND GOVERNING PRINCIPLES

Section 1.1 – The name of this group shall be the DEICE Committee. The DEICE Committee is fully committed to upholding and exercising the principles of good governance, including transparency, accountability, and responsibility, to ensure that its mission and objectives align with and reflect the evolving demands of the SIPA community, including its student body, faculty, staff, alumni and the surrounding community.

Article II. MISSION AND SCOPE OF WORK

Section 2.1 – The DEICE Committee’s mission is to support the efforts of SIPA leadership, faculty, staff, students and alumni to foster a community at SIPA that is welcoming, respectful of individual and group differences, and representative of our global community.

Section 2.2 – The DEICE Committee’s scope of work includes:

- To advise the Dean and SIPA leadership on efforts to support greater diversity, equity and inclusion at SIPA on a range of topics, including but not limited to:
 - student diversity and school climate;
 - faculty diversity and curriculum;
 - staff diversity and inclusion;
 - alumni and community engagement; and
 - programming for DEI and social justice.
- To support the establishment and efforts of an official Office for Diversity, Equity and Inclusion at SIPA, and to provide support to this office on behalf of all stakeholders.

- To provide a forum for SIPA community members to discuss current DEI issues and concerns.

Section 2.3 – In pursuit of its mission, the DEICE Committee shall abide by all applicable University policies and procedures.

Section 2.4 – In pursuit of its mission, the DEICE Committee will strive to further institutionalize DEI efforts at SIPA.

Article III. COMPOSITION AND MEMBERSHIP

Section 3.1 – *Representation.* The DEICE Committee membership will consist of up to 35 individuals. The composition of the Committee will be as follows: up to 5 general student representatives chosen by application; a representative of the SIPA Student Association (SIPASA) and up to 10 student representatives of the Diversity Coalition; up to 6 faculty members; up to 6 administrators (including up to 2 union members); up to 2 representatives from the Dean’s Office; and up to 2 alumni.

Section 3.2 – *General Student Representative Selection and Eligibility.* General student representatives will serve for a two-semester term, beginning in the Spring semester of their first year of attendance at SIPA. J-term students are eligible to become a member in the Spring term of their second year. Students must be enrolled at SIPA for the term of their service. SIPA dual degree students are eligible to serve as well. General student representatives may continue for a third semester as non-voting advisory members.

Applications for general student members will open in late November/early December of each school year, and will include a resume and a statement of interest (no more than 500 words) discussing the student’s interest and leadership or work experience related to diversity issues. In each year, five general student representatives will be selected from the applicants by a Subcommittee of the current DEICE Committee. All applicants should be in good academic standing, with a cumulative GPA of 3.0 or higher. Students are required to remain in good academic standing during their time as a member of the DEICE Committee. In the event that the Subcommittee is unable to reach an agreement on an appointment(s), the DEICE Committee Co-Chairs will have final discretion.

General student members should be selected on the basis of the following criteria:

- Commitment: Students must show demonstrated interest, enthusiasm, and commitment to the mission of the DEICE Committee, and issues more generally related to social justice, diversity, equity and inclusion.
- Leadership: Students must demonstrate leadership experience and initiative in issues of diversity, equity and inclusion, whether through professional, academic, or extracurricular activities.

Section 3.3 – *SIPASA and Diversity Coalition Representatives.* The DEICE Committee will include a representative of SIPASA and up to 10 student representatives of the Diversity Coalition. The Diversity Coalition was formed in 2015 by student groups with the cross-cutting mission of supporting diversity, equity and inclusion at SIPA. The Coalition includes the groups listed in Annex 1 to these Bylaws (which may be updated from time to time). Student representatives of SIPASA and the Diversity Coalition will be nominated by their student group in December of each school year, following the election of new leadership of the student group. They will serve for a two-semester term beginning in the Spring semester immediately following their nomination, and they may continue for a third semester as non-voting advisory members. The Diversity Coalition may expand its membership from time to time. In the event that the number of Diversity Coalition groups exceeds 10, then the Diversity Coalition will agree on a process to rotate its representatives on the DEICE Committee, in consultation with the representatives of the Office of Student Affairs on the Committee.

Section 3.4 – Faculty Representatives. All faculty representatives will be appointed by the Dean or the Dean’s designee. They will serve for a two-year term, which may be extended by the Dean or the Dean’s designee. Faculty representatives will be appointed based on the Dean’s selection criteria, including personal or professional experience that will help advance the work of the DEICE Committee. The Faculty Diversity and Curriculum Subcommittee may suggest other selection criteria and possible faculty members to join the Committee, and any faculty members may also nominate themselves or another faculty member to join the Committee.

Section 3.5 – Staff Representatives. All staff representatives will be appointed by the Dean or the Dean’s designee. They will serve for a two-year term, which may be extended by the Dean or the Dean’s designee. Staff representatives will be appointed based on the Dean’s selection criteria, including personal or professional experience that will help advance the work of the DEICE Committee. The Staff Diversity and Inclusion Subcommittee may suggest other selection criteria and possible staff members to join the Committee, and any staff members may also nominate themselves or another staff member to join the Committee.

Section 3.6 – Degree Program Representatives. The DEICE Committee seeks to include the perspectives of all degree programs at SIPA. Therefore, if a degree program is not already represented, the Co-Chairs will invite the degree program to nominate a student, staff or faculty member to represent that program on the DEICE Committee. Student representatives will serve for a two-semester term beginning immediately after their appointment, and they may continue to serve for a third semester as non-voting advisory members (if they are still enrolled as students). Faculty or staff representatives will be appointed by the Dean to serve for a two-year term, which may be extended by the Dean or the Dean’s designee.

Section 3.7 – Alumni Representatives. All alumni representatives will be appointed by the Dean or the Dean’s designee. They will serve for a two-year term, which may be extended by the Dean or the Dean’s designee. Alumni representatives will be appointed through an open nomination process in which alumni may nominate themselves or others. They will be appointed based on the Dean’s selection criteria, including personal or professional experience that will help advance the work of the DEICE Committee.

Section 3.8 – Equal Opportunity. Membership in the DEICE Committee is open to all who meet the above criteria, irrespective of race, creed, color, gender, class, age, nation of origin, nationality, disability, marital status, religion, veteran status, or sexual orientation.

Article IV. CO-CHAIRS AND SUBCOMMITTEES

Section 4.1 – Co-Chairs. The Dean or the Dean’s designee will appoint up to 3 Co-Chairs of the DEICE Committee, who will lead the work of the DEICE Committee and its Subcommittees, and represent the DEICE Committee in interactions with SIPA leadership, faculty, students and other stakeholders.

Section 4.2 – Steering Group. The DEICE Steering Group, including the Co-Chairs, representatives of the Dean’s Office and Office of Student Affairs, and up to 3 student representatives, will coordinate the work of the DEICE Committee and its Subcommittees and will be accountable for the performance of the DEICE Committee.

The activities of the Steering Group will include, but not be limited to:

- Set and execute the overall strategy for the DEICE Committee;
- Receive and evaluate proposals brought by DEICE Committee members and Subcommittees;
- Provide guidelines for implementing these proposals; and
- Take all reasonable steps to make the work of the DEICE Committee more transparent and accountable.

Section 4.3 – *Permanent Subcommittees.* In order to carry out its mission and scope of work, the DEICE Committee has established several permanent Subcommittees. Each DEICE Committee member should serve on at least one Subcommittee. The Co-Chairs will assign members to Subcommittees based on their interests and preferences. Each Subcommittee will include at least one member of the Steering Group to ensure coordination. The permanent Subcommittees of the DEICE Committee include the following:

- Student Diversity and Campus Climate;
- Faculty Diversity and Curriculum;
- Staff Diversity and Inclusion;
- Events and Programming; and
- Communications.

Section 4.4 – *Ad-hoc Subcommittees.* In order to carry out its mission and scope of work, the DEICE Committee may from time to time establish ad-hoc or temporary subcommittees. The Co-Chairs will assign members to any ad-hoc subcommittee based on their interests and preferences. Each ad-hoc subcommittee will include at least one member of the Steering Group to ensure coordination. In most cases, ad-hoc subcommittees will be dissolved at the end of the school year in which they were established.

Article V. ROLES AND RESPONSIBILITIES

Section 5.1 – The following roles and responsibilities will be assigned to particular Subcommittees or individual members, while others will be assigned by agreement among current members:

- **Programming:** Events and programming conducted by the DEICE Committee will be planned with the input of all members and implemented by the Events and Programming Subcommittee. This Subcommittee can also propose to co-sponsor events organized by other SIPA groups or programs (**Events and Programming Subcommittee**).
- **Communication:**
 - Update website (**staff member with input from Steering Group and Communications Subcommittee**);
 - Check, respond to and disseminate messages to the deicecommittee@sipa.columbia.edu email box (**staff member with input from Steering Group and Communications Subcommittee**); and
 - Send official DEICE Committee communications to the school community (**staff member on behalf of Co-Chairs**).
- Create meeting agendas and distribute to DEICE Committee members (**Co-Chairs**).
- Liaise with the Dean, keeping the Dean abreast of group's meetings, recommendations and programs (**Dean's Office Representative and Co-Chairs**).

Section 5.2 – Over time, roles and responsibilities on the DEICE Committee may be added or changed, based on the voting consensus of the Committee.

Article VI. MEETINGS AND OTHER ACTIVITIES

Section 6.1 – Meetings. The DEICE Committee will meet monthly during the fall and spring semesters, as scheduled by the Co-Chairs. These regular meetings will provide a structured opportunity for members to raise concerns and review progress on the Committee’s activities and goals. The Co-Chairs, or a staff member on their behalf, will notify the other members of the meeting via e-mail no later than five business days in advance of the meeting. The Steering Group will meet at least twice a month, and the Subcommittees will generally meet monthly, during the fall and spring semesters.

Section 6.2 – Meeting Format. Meetings of the DEICE Committee, Steering Group and Subcommittees may be conducted in-person or online. DEICE Committee meetings will be guided by Robert’s Rules of Order, under which each DEICE Committee member will have one vote on all decisions and resolutions of the Committee. The process of making a decision is done through a motion, which is a proposal to do something. The formal steps in handling a motion include the making of a motion, having a second, stating the motion, having a time-limited discussion on the motion, putting the motion to a vote, and announcing the results of the vote. Action could be taken informally without going through these steps by using unanimous consent. A quorum will consist of 50% of voting members. (A quorum is defined as the percentage of the total membership that must be present at a meeting in order to conduct the business of the group.)

Section 6.3 – Email Voting. Email voting may occur if a measure was raised and discussed during a DEICE Committee, Steering Group or Subcommittee meeting at which a quorum has been reached. A time period for the vote must be announced ahead of the vote and closed in an appropriate and expedient manner without extension.

Section 6.4 – Public Events. Each semester, the DEICE Committee will sponsor at least one public event for the SIPA community. These events should contribute to an ongoing discourse on diversity, equity and inclusion at SIPA, as well as outreach to prospective SIPA applicants from historically underrepresented communities, and building stronger relations between current SIPA students, alumni and the surrounding communities.

Section 6.5 – Attendance and Participation Policy. DEICE Committee members are expected to attend monthly meetings of the Committee and their assigned Subcommittee, and to contribute equitably to the work of the Committee and their assigned Subcommittee.

Section 6.6 – Dismissals. In the event that a DEICE Committee member fails to attend three or more meetings of the Committee or their assigned Subcommittee in any one semester, or fails to follow through on their assigned commitments, the Co-Chairs or their designee may confer with the member about their participation in the Committee. If the Co-Chairs conclude that the Committee member is not able to contribute to the work of the Committee, the Co-Chairs may ask the member to resign (or if the Committee member is a SIPASA or Diversity Coalition representative, the Co-Chairs may ask the leadership of the relevant student organization to nominate another representative).

Section 6.7 – Replacements. Any DEICE Committee member who can no longer serve can be replaced by the Co-Chairs for the remainder of their term.

Section 6.8 – Transition. DEICE Committee members must conduct a thorough and quality-driven handover with incoming DEICE Committee representatives to ensure institutional memory. Handover preparation must include at minimum a one-page transition document.

Article VII. AMENDMENTS

Section 7.1 – These Bylaws may be amended by a vote of a majority of the DEICE Committee. If these Bylaws are amended, a revised copy must be approved by the Dean.

Diversity Coalition Members

(as of May 2022)

Black Graduate Student Union (BGSU) - The purpose of the BGSU is to promote an understanding of the past, present, and future problems and needs of Black graduate students as well as of the wider Black community at SIPA. Additionally, the BGSU will provide a safe space for Black students at SIPA to find community amongst each other and with allies.

Empowering Asian Women (EAW) - The purpose of Empowering Asian Women is to encourage further dialogue on the topic of diversity and inclusion by fostering leadership development of Asian female students and professionals.

Gender and Public Policy Working Group (GPWG) - GPWG hopes to facilitate the integration and exposure of a gender perspective at SIPA and promote useful discussions and events.

Migration Working Group (MWG) - The Migration Working Group aims to promote dialogue, awareness, and community involvement on national and international migration issues.

SIPA Pan-African Network (SPAN) - As its mission, SPAN creates a vibrant community of support for students within SIPA and Columbia concerned with Africa and its Diaspora. SPAN's core objectives are to create a platform for African students and all other students interested in Africa to share ideas beneficial to development in Africa; leverage opportunities within SIPA and Columbia University, and collaborate with other student groups for increased visibility; organize events focused on development and connect members with organizations for internship and post-graduation employment opportunities; and participate in orientation of new students and ensure equal opportunities for all members.

SIPA Students of Color (SSOC) - SSOC is a diverse community of students, alumni and faculty that focuses on the support and advancement of underrepresented students becoming future policy leaders and development professionals. Our core belief is that the world is best served by policymakers and leaders who represent a wide variety of cultural traditions, political worldviews and life experiences. The organization's primary function is to assist its members in achieving their academic and professional goals. SSOC seeks to leverage its broad network to assist Columbia SIPA in the recruitment of underrepresented students and faculty while advocating for the inclusion of diverse and dynamic perspectives within Columbia SIPA's course curriculum and cultural climate.

SIPA Women in Leadership (WIL) - SIPA WIL is an organization at Columbia University's School of International and Public Affairs (SIPA), consisting of Columbia students, alumni, administrators, friends, allies and mentors. SIPA WIL's mission is to prepare its members for success and leadership in all sectors and professional endeavors. We aim to bring awareness to the barriers women face as leaders today and the importance of having women serve in decision-making positions, with the overall goal of achieving gender equality.

SPECTRUM - SIPA Spectrum is an organization within which SIPA's LGBTQ+ and allied students may network, build a community, and hold dialogue on international and domestic issues, and through which community members may access relevant resources and information.

Working Group on Race, Inequality, Solidarity, and Economics (RISE) - The mission of RISE is to create a safe environment for students to engage, in a spirit of cooperation and solidarity, in co-learning, discussions and activities towards solutions to diverse problems of social inequality, such as wealth and income inequality, poverty, and racial, gender and economic disparities.