

**Bylaws of the
MIT Graduate Student Council
Diversity and Inclusion Subcommittee (DIS)**

0. Definitions and Acronyms

Graduate Student Council (GSC)

Committee on Housing and Community Affairs (HCA)

Graduate Women at MIT (GW@MIT)

National Science Foundation (NSF)

National Action Council for Minorities in Engineering (NACME)

Human Rights Campaign (HRC)

Lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual, and allies (LGBTQIA+)

1. Name and Purpose

The Diversity and Inclusion Subcommittee (DIS, or “the Subcommittee”) is a subcommittee of the Committee on Housing and Community Affairs of the MIT Graduate Student Council.

The Diversity and Inclusion Subcommittee works to improve the ability of MIT to advocate for the needs of all constituencies in and around the graduate student body by bringing together multiple races, ethnicities, genders, sexuality and religions to strengthen diversity and inclusion initiatives campus-wide through collective communication, development, and action.

2. Officers

1. The Subcommittee shall have voting members known as Officers, which are listed in this section.
2. The Subcommittee shall be led and managed by one Chair.
 - a. The Chair shall be selected by the voting membership of HCA.
 - b. The Chair shall be a voting member of the Subcommittee.
 - c. The term of the Chair shall begin and end at the same times the term of the GSC constitutional officers begins and ends.
 - d. A new Chair may be selected if the position becomes vacant during the term and shall serve the remainder of the term once selected.
3. The Vice-Chair(s) shall assist the Chair with the management of the Subcommittee and conduct of the permanent initiatives.

- a. There can be up to two Vice Chairs
 - b. Vice Chairs shall be selected by the voting membership of the subcommittee.
 - c. These Vice-Chair(s) shall be voting members of the Subcommittee.
 - d. The term of the Vice-Chair(s) shall be the same as the term of the Chair.
4. A Subcommittee Secretary shall assist the Chair and Vice Chair(s) with the management of the Subcommittee.
 - a. The Subcommittee Secretary shall be selected by the voting membership of the Subcommittee.
 - b. The Secretary shall be a voting member of the Subcommittee.
 - c. The term of the Secretary shall be the same as the term of the Chair.
 - d. The Secretary shall be responsible for the preparation and distribution of any records, reports, and publications of the Subcommittee.
 - i. This shall include any regular reports prepared by any Constituency Representatives and Conduits.
 - e. The Secretary shall jointly manage any events of the Subcommittee (whether annual, sponsored, or cosponsored) with the Subcommittee Treasurer.
5. The Subcommittee Treasurer shall assist the Chair and Vice Chair(s) with the with the management of the Subcommittee.
 - a. The Subcommittee Treasurer shall be selected by the voting membership of the Subcommittee.
 - b. The Treasurer shall be a voting member of the Subcommittee.
 - c. The term of the Treasurer shall be the same as the term of the Chair.
 - d. The Treasurer shall manage the finances of the Subcommittee in collaboration with HCA and the GSC Treasurer.
 - e. The Treasurer shall jointly manage any events of the Subcommittee (whether annual, sponsored, or cosponsored) with the Secretary.
 - f. The Treasurer shall assist the Chair and Vice-Chair(s) with permanent and special initiatives as needed.

3. Constituency Representatives or “C-Rep” Members

1. The Subcommittee shall have voting members known as Constituency Representatives, or “C-Reps”, which are listed in this section.
2. C-Reps shall represent their constituency. They shall be elected by the Officers of the Subcommittee.
 - a. C-Reps shall gather information about ideas or issues faced by their constituency and shall provide this information to the Subcommittee as necessary and appropriate.
 - b. C-Reps shall provide members of their constituency with opportunities to engage with GSC and propose special initiatives to the Subcommittee.

3. There shall be one Underrepresented Minorities or “URM” Affairs C-Rep.
 - a. The URM Affairs C-Rep shall be responsible for outreach and diversity initiatives for graduate students who identify as Native Americans, African Americans, and Latin Americans
 - i. In accordance with the definition used by NSF and NACME.
4. There shall be one LGBTQIA+ or PRIDE C-Rep.
 - a. The PRIDE C-Rep shall be responsible for outreach and diversity initiatives for graduate students members of the LGBTQIA+ community.
5. There shall be one International Affairs C-Rep.
 - a. The International Affairs C-Rep shall be responsible for outreach and diversity initiatives for graduate students who are not lawful permanent residents of the United States.
6. There shall be one GW@MIT C-Rep.
 - a. The GW@MIT C-Rep shall be responsible for outreach and diversity initiatives for graduate women.
 - b. The GW@MIT C-Rep shall be confirmed by both Chair of the Subcommittee and the Executive Board of GW@MIT.
7. There shall be one Religious Life C-Rep.
 - a. The Religious Life C-Rep shall be responsible for outreach and diversity initiatives for graduate students who identify in accordance to their religious or spiritual practices.
8. C-Reps should communicate and collaborate with MIT administrative offices, student councils, boards, coalitions, and other organizations that represent or support members of their constituency.
9. There may be any number of At-Large C-Reps.
10. The term of the C-Reps shall be the same as the term of the Chair and Vice Chair(s).
11. In the event of a vacancy in a C-Rep seat during the term, a replacement shall be elected by the Officers of the Subcommittee.

4. Department Representatives or “Conduits”

1. Departmental Representatives, also known as “conduits”, are graduate students responsible for providing the subcommittee constant feedback regarding diversity and inclusion practices within their respective departments and programs.
2. Conduits inform the Subcommittee of of any needs, interests, concerns, or potential initiatives of diversity and inclusion on an academic level.
3. Conduits may attend meetings of the Subcommittee and to develop strategies to bring Subcommittee initiatives to their constituencies/committees/councils.
4. The goal of the Subcommittee shall be to have at least one conduit per department.
5. Conduit Recruitment

- a. Conduits must belong to the department they represent and are independent affiliates of the Subcommittee.
 - i. Conduits are not members of the Subcommittee and do not hold voting rights.
 - ii. Conduits are appointed by their own departmental committees, councils, or student associations if practicable.
 - iii. If no suitable office or recruitment process currently exists in any relevant departmental committees, councils, or student associations in a given department, DIS may
 - 1. Support departmental committees, councils, or student associations in that department to recruit and recommend conduits by finding students within their department.
 - 2. Ask sitting GSC Representatives in that department if they wish to serve as conduits for their respective department or program.
 - b. Service as a conduit is fully voluntary.
 - c. Conduits are permitted to also serve as C-Reps if they are elected according to the provisions of Section 3.
6. Conduit Conveners
- a. There shall be one Conduit Convener for each of the five schools.
 - b. The convener shall serve as conduit captain for the set of conduits representing departments or programs within their school and serve as the central point of communication to the Vice Chair coordinating the Conduit Assembly or their designee.
 - c. The conveners shall be selected by the conduits representing the departments within their school.

5. Initiatives

- 1. Permanent Initiatives should be primarily based around the themes of Development and Outreach.
 - a. The Subcommittee should ensure that at least one Permanent Initiative at all times is designed to have a long lasting impact on MIT's Diversity and Inclusion practices.
 - b. The Subcommittee should ensure that at least one Permanent Initiative at all times is designed to enhance the role of the Subcommittee as a "Collective Communicator" that brings together the voices of the students from different groups (cultural, racial, gender, religious) to share their particular challenges and work together towards a common solution.
 - c. Permanent Initiatives may be proposed by any MIT graduate student.

- d. Permanent Initiatives shall be established, modified, or terminated by a majority vote of the full membership of the Subcommittee and the consent of the HCA Chairs.
 - e. Each proposed Permanent Initiative shall have a written description of its purpose, scope, and activities.
2. Special initiatives may be established each year.
 - a. Special initiatives may focus on issues faced by a particular constituency.
 - b. Special Initiatives may be joint activities with other organizations.
 - c. Special Initiatives may be proposed by any MIT graduate student.
 - d. Special initiatives shall be reevaluated at the end of the term in which they were established.
 - e. Each proposed Special Initiative shall have a written description of its purpose, scope, and activities.
 - f. Special initiatives are established, modified, or terminated by a majority vote of the Officers of the Subcommittee.

6. Meetings

1. The time, place, and agenda of all meetings of the Subcommittee shall be set by the Chair.
2. Unless otherwise specified elsewhere in these Bylaws, all business decisions of the Subcommittee shall be made by a simple majority vote.
3. Unless otherwise specified elsewhere in these Bylaws, each Officer and C-Rep shall hold one vote on Subcommittee business.
4. All MIT graduate students are welcome to attend all meetings and contribute to the initiatives of the Subcommittee.

7. Amendment

1. After adoption, these Bylaws may be amended by a $\frac{2}{3}$ vote by the voting members.

8. Adoption

1. These Bylaws are hereby adopted and shall govern the business of DIS after the written agreement of all of the following individuals has been conveyed to the Executive Committee of the GSC.
 - 1.1. GSC President
 - 1.2. HCA Co-Chairs
 - 1.3. Diversity and Inclusion Chair
 - 1.4. Diversity and Inclusion Vice-Chair(s)

2. After adoption of these Bylaws, the inaugural voting membership of the DIS shall be as follows:
 - 2.1. Chair: Ty Austin
 - 2.2. Vice-Chair: Malcolm Rio
 - 2.3. Vice-Chair: Daniel Curtis
 - 2.4. Secretary: Alonso Espinosa Dominguez
 - 2.5. Treasurer: Satish Gupta
 - 2.6. URM C-Rep: Arthur Brown
 - 2.7. LGBTQ C-Rep: Huili Chen
 - 2.8. International Affairs C-Rep: Sea Hoon Kim
 - 2.9. GW@MIT C-Rep: Jane Heyes
 - 2.10. Religious Life C-Rep: James "Jimmy" Kaczmarek
 - 2.11. At-Large C-Rep: Michael McClellan
 - 2.12. At-Large C-Rep: Arolyn Conwill
 - 2.13. At-Large C-Rep: German Parada
 - 2.14. At-Large C-Rep: Alex Tinguely