Bylaws of the MIT Graduate Student Council’s Committee on Diversity, Equity, and Inclusion

i. Purpose of the Committee

The Committee on Diversity, Equity, and Inclusion (“DEI” or “the Committee”) shall work to encourage diversity, achieve equity, and foster inclusion for all MIT community members regardless of their race, color, sex, sexual orientation, gender identity and expression, marital status, pregnancy, religion, ability, age, genetic information, veteran status, ancestry, national or ethnic origin, employment status, immigration status, or socioeconomic status. It shall also critically consider intersections among these groups to facilitate learning, understanding, and unity.

ii. Officers of the Committee

DEI Chair: The Committee shall be managed by the DEI Chair. The Chair shall have a term of one year, which starts and ends at the same time as the term of the GSC Officers. The Chair shall set the agenda for all Committee meetings, preside over Committee meetings, execute the budget of the Committee, and direct the activities of the Subcommittees of the Committee.

DEI Vice Chairs: The DEI Chair shall be assisted by two Vice Chairs. The Vice Chairs shall be elected immediately after the election of the Chair. The Vice Chairs shall have a term of one year which starts and ends at the same time as the term of the GSC Officers. The Vice Chairs shall each oversee one of the DEI Subcommittees outlined explicitly in Section 12.vi.

The Vice Chairs shall perform the duties of the Chair in the Chair’s absence. The Vice Chairs shall maintain the records of all meetings and activities of the Committee. If the Vice Chairs must preside over a meeting of the Committee in the Chair’s absence, the Vice Chairs may delegate responsibility for records of the Committee to another member of the Committee until the Chair is able to resume their duties.

DEI Secretary: The Secretary shall be responsible for recording, posting, and filing of minutes of all Committee meetings, notifying to all Committee members and the general public of all meetings of the Committee, and maintaining the files of the Committee.

DEI Treasurer: The Treasurer shall receive, disburse, and account for all funds of the Committee and its activities, present a written report of finances at least once per semester, coordinate all budget and financial decisions, and prepare the budget for the next fiscal year to be voted upon by the Committee.

iii. Voting Members of the Committee

The Chair, two Vice Chairs, Secretary, Treasurer, and an Officer Liaison shall be voting members of DEI.

In addition, the constituencies that define the membership of the Student Life Subcommittee shall each have one representative (“Constituency Reps” or “C-Reps”) that serve as voting members of DEI. The Department and Classroom Inclusion Subcommittee shall select up to three representatives that serve as voting members of DEI.

The Committee may have At-Large voting members, up to two or up to ¼ of the sum of the maximum number of each other type of position on the Committee besides At-Large positions at the time of the election (whichever is larger). At-Large members shall have a term of one year which starts and ends at the same time as the term of the GSC Officers. At-Large members are elected by DEI using the single transferable vote method (using the Droop
quota and fractional transfer). At-Large members may be elected for the upcoming term by the DEI Committee-elect any time after the election of the Chair.

Vacant positions on the Committee may be filled by the appropriate election procedure at any time during the term. The replacement member will serve out the remainder of the term.

No member of the Committee may ever exercise more than one vote on the business of the Committee.

There are no term limits on any Committee positions.

The statement-voting membership is the same as the full voting membership of the Committee.

**iv. Removal of Members of the Committee**

Members of the Committee may be removed by a Resolution of the Committee, approved by a simple majority, proposed at the meeting of the Committee following the third unexcused absence from a meeting of the Committee within a single academic year by the member in question.

Members of the Committee may be removed at any time by a Resolution of the General Council approved by a simple majority.

**iv. Subcommittees of the Committee**

**Two subcommittees of the Committee shall be the Student Life Subcommittee and the Department and Classroom Inclusion Subcommittee.**

The Student Life Subcommittee shall consist of one representative (“Constituency Rep” or “C-Rep”) from each of the following constituencies: graduate women, underrepresented minorities, LGBTQ+ students, religious life, first generation students and international students. Their primary purpose is to liaise between the Committee and the constituency they represent. The addition or modification of represented constituencies requires the approval of a simple majority of the Committee.

The Department and Classroom Inclusion Subcommittee shall consist of representatives (“Conduits”) from each academic department and degree granting interdepartmental graduate program. Conduits are responsible for representing their department at each meeting of the subcommittee (“Conduit Assembly”) and for liaising between their department and DEI.

The Committee may create additional Subcommittees to carry out work in any area relevant to the Purpose of the Committee or any issue described in a Platform Document. The Committee shall specify the Purpose of the Subcommittee and the work to be carried out when a Subcommittee is created. Creation of a Subcommittee, or modification of a Purpose of the Subcommittee, requires the approval of a simple majority of the Committee.

**v. Quorum**

A simple majority of voting members of the Committee shall constitute a quorum to carry out business. The DEI Chair shall verify that a quorum is present at the beginning of each meeting.