DE&I Committee

Narbe Kalantarians
Simonetta Liuti
Elena Long
Christine Nattrass

Status

- Rough draft of Code of Conduct
  - Still working
  - May consider a standing committee or a short list of people who could serve on investigatory committees to speed up the process. **Volunteers? Email christine.nattrass@utk.edu**
- Plans after Code of Conduct
  - Develop guidelines for meetings
  - Think about an effective approach for the integration of DE&I into bylaws

DRAFT

Handling incidents

- Standing committee or one-off committee?
    - Standing committee: faster, everyone is training, higher level of commitment
    - On-call committee: Something like a ~6-12 month commitment
    - One-off committees: more representative of the collaboration, trickier to form because you need more of them, slower, might need more training
- Documentation
    - How to store?
    - How to determine access?

Main ideas for Code of Conduct

Process:

- Reports may be made to Steering Committee or DE&I Committee
- DE&I Committee makes recommendations to Steering Committee on which reports to investigate
- Steering Committee forms Investigatory Committee of three people (outside of ECCE), who collect evidence and speak to involved parties as appropriate.
- Investigatory Committee makes recommendations to Steering Committee
- Three tiers of responses:
  - No impact: no Investigatory Committee or Steering Committee approval required
    - Examples: Discussion with initiator, keep a record of report, voluntary no-contact order

  - Minimal impact: majority vote of Steering Committee required
    - Examples: No-contact order, recusal from decision making

  - Significant impact: unanimous* vote of Steering Committee required
    - Examples: Removal from leadership position, suspension from mailing lists, expulsion from ECCE

* ongoing discussion