

*MASSACHUSETTS COMMUNITY COLLEGE COUNCIL
BYLAW AMENDMENT AND PROPOSAL FORM*

Deadline: February 1 Year: _____

Please send electronic submissions to the Chair of the Bylaws and Policies Committee.

Date: Jan 31, 21

Maker's Name and Second: Candace Shivers , Rosemarie Freeland

College(s): Mount Wachusett Community College and Greenfield Community College

Address(es): 10 Highcrest Park Webster Mass 01570

Phone Number(s): 508 410 8767

Email Address(s): cshivers33@gmail.com

Current Bylaw: None. Under ARTICLE VII — STANDING COMMITTEES, this would be the new section 16, the current section 16 will become the new section 17.

Proposed Bylaw Amendment (please use specific language to denote proposed changes to the particular bylaw):

Social Justice, Diversity and Inclusion Committee

- A. Shall consist of one member selected by each chapter to serve a two-year term. At the first meeting in the fall the committee shall elect a chair, vice chair, secretary from the committee members. A chapter may select an alternate to attend meetings when the selected member cannot attend meetings; the committees shall meet at least twice each semester. All forms of accepted meeting methods that are permissible to the Massachusetts Community College Council Board of Directors shall be acceptable to this committee and meet the usual meeting standards.
- B. Social Justice, Diversity and Inclusion Committee will:
 - 1. In conjunction with the Massachusetts Teacher Association and National Educational Association, work to build goals for each campus. This will be determined by the needs of each campus.
 - 2. Explore issues and concerns that impact members of the Massachusetts Community College Council that relate to Racial, Social and Environmental injustices.
 - 3. Develop relevant activities to promote Racial, Social and Environmental justices for the Members of Massachusetts Community College Council.

4. Work with the Strategic Action Committee when Legislation, policies, etc. in Massachusetts will affect Massachusetts Community College Council Members, around the racial, social, and environmental injustices.
5. Work with chapters to develop anti-racist and diversity and inclusion programs, workshops, for use at the chapters.
6. Work with the bargaining team to ensure that an equity-minded lens is employed when looking at contract language.
7. Assist Board of Directors in recruiting to be more inclusive of diverse members of the bargaining teams.
8. Make a recommendation/provide training opportunities for equity during the Fall Conference and other Massachusetts Community College Council training initiatives.

Impact of the Proposed Bylaw Change:

This will add a committee that will focus on dismantling institutional racism and discrimination on the Massachusetts Community College Council campuses.

Rationale for the Proposed Bylaw Change:

The state of Massachusetts and the Board of Higher Education is shifting to doing work through an equity lens. The members of Massachusetts Community College Council educate close to fifty percent of the underrepresented population in Massachusetts, we need to get our house in order, so we are in the driver seat and things are not being mandated to us.