

Bylaws for the PRIDE Committee of the University of Colorado Colorado Springs

Article I. Introduction.

These Bylaws are established pursuant to the Constitution and Bylaws of the PRIDE Committee of the University of Colorado Colorado Springs (UCCS). The PRIDE Committee is a Regular Standing Committee of the UCCS Faculty Assembly.

Article II. Membership and Organization.

The PRIDE Committee consists of 6-10 faculty members. Members shall be broadly based and shall ideally include a faculty representative from each of the existing UCCS colleges: Letters, Arts and Sciences; School of Public Affairs; Helen and Arthur E. Johnson Beth-El College of Nursing & Health Sciences; College of Business and Administration; College of Engineering and Applied Science; College of Education; and the Kraemer Family Library. The official roster of members is kept in the PRIDE Committee Team. The PRIDE Committee will meet and work closely with the Faculty PRIDE Advisory Committee and Staff PRIDE Committee.

1. The term of membership shall be for three years, with staggered, annual expiring terms.
2. Vacancies shall be filled according to the Faculty Representative Assembly bylaws.
3. Members have a responsibility to attend regularly and participate. After three unexcused absences, the chair may request replacement of the committee member.
4. At least one member shall serve as the campus representative to any existing corresponding system-wide committee. If no member of the campus committee is available to serve on the system-wide committee, then the chair of each standing committee will communicate regularly with at least one UCCS representative of the corresponding systemwide committee.

Article III. Purpose.

The purpose of the committee is the advancement of and advocacy for the lesbian, gay, bisexual, transgender, queer, plus (LGBTQ+) community of the university. Advancement and advocacy include but are not limited to increasing the visibility of LGBTQ+ groups as a presence and resource within UCCS and the wider community; ensuring LGBTQ+ inclusion within UCCS policies and procedures; supporting the education of UCCS faculty, staff, and students specific to intersectional LGBTQ+ issues in curriculum, pedagogy, assessment, and research; and supporting and advocating for UCCS LGBTQ+ faculty, staff, and students. The PRIDE Committee fosters a welcoming environment for all faculty, staff, and students and works to engage all faculty, staff, and students with diversity and inclusiveness initiatives.

Article IV. Officers and Representatives.

- A. Representatives may serve a minimum of one three-year term with no maximum unless requested by committee members.
- B. The officers of the PRIDE Committee shall consist of a Chair or two Co-Chairs. Terms for officers are two years. The incoming officers shall assume office on the first of July. Chairs may serve multiple consecutive terms with no maximum unless requested by committee members.

- C. The responsibilities of the Chair or Co-Chairs of the PRIDE Committee are:
 - a. Ensuring that the committee meets regularly.
 - b. Notifying committee members of agenda and meeting times.
 - c. Submitting written monthly committee reports and attending meetings of the Faculty Representative Assembly.
 - d. Informing the President of Faculty Assembly of any vacancies that should be filled.
 - e. Serving on or assigning a representative to external committees on matters of diversity and inclusiveness.
 - f. Sending out recognition letters at the end of every academic year.
 - g. Involving committee members in setting the PRIDE Committee's goals for the academic year and carrying out programs and activities to accomplish those goals.
- D. The Chair or Co-Chairs may as needed designate other officerships such as treasurer, secretary, or any other that may be necessary to conduct the business of the Faculty PRIDE Committee.

Article V. Meetings.

The PRIDE Committee shall meet monthly during the academic year. Quorum at meetings shall be 50% of the members present.

Article VI Voting.

Only current PRIDE members may cast votes on items pertaining to faculty governance (i.e. Faculty Assembly). A voting member may cast only one vote per item per meeting. Voting may be conducted synchronously by assent or asynchronously as needed. Asynchronous votes will be conducted via web form open for no less than three business days after the regular meeting of the Faculty PRIDE Committee. PRIDE Advisory Committee non-voting members may participate in all PRIDE discussions on faculty governance issues but not cast votes.

Article VII. Amendments.

These bylaws may be amended at any regular meeting by a quorum vote of the members present and entitled to vote, provided the proposed change has been submitted to the members at the previous meeting and all absent members notified that a vote will be taken at the next regular meeting.

Approved by the PRIDE Committee: December 5, 2017.

Approved by the Faculty Representative Assembly: February 9, 2018

Amended by the PRIDE Committee: February 8, 2022

Approved by the Faculty Representative Assembly: March 11, 2022