

## **Gender Equity Committee**

### Mandate

The Gender Equity Committee shall function as an agent of the college in the development and maintenance of a genuinely equitable community for women and men. It shall review, promote, and evaluate policies and procedures at all levels of college life in order to ensure that Calvin becomes and remains an educational community in which the gifts of men and women are equally recognized and celebrated. The primary mode of operation of the committee shall be to advise and work with standing committees, divisions, and personnel throughout the college to ensure that gender equity concerns are addressed.

To carry out this mandate the committee shall consider within its purview the following duties:

1. Promote campus activities among faculty, staff, and student that enhance awareness of gender dynamics and strengthen commitment to gender equity.
2. Respond to gender-related concerns identified by members of the Calvin community.
3. Review college policies that may have disproportionately negative effects on either women or men.
4. Recommend policy changes to appropriate standing committees in each of the following areas:
  - a. Recruitment guidelines for faculty and staff that encourage the promotion of gender equity,
  - b. The efforts of the college to recruit, retain, and promote female faculty and staff, and
  - c. Implementing curricular change that promotes student and faculty awareness of the equality of women and men.

### Reporting Relationship

The Gender Equity Committee shall report to the Faculty Senate.

### Composition

At least seven members: reflective of the diversity of the community, including men and women, two students, and two staff members, one of whom shall be an hourly staff person, i.e., non-salaried. At least one faculty member of the committee shall be tenured. Faculty and staff will be appointed for staggered four-year terms.

June, 1998

Revised April, 1999

Revised April, 2003