

LPS Climate Committee

& Steering Committee 2020-2021

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What (Climate Committee)

The mission of the LPS climate committee is to ensure that members of the community are in a position to do their best work and to become responsible world citizens. The LPS climate committee is a graduate student led committee, dedicated to ensuring that the department is an inclusive space for students (undergraduate and graduate), staff members, faculty members, and visitors. The climate committee has a special focus of cultivating a welcoming environment for members of under-represented groups in philosophy, such as BIPOC (Black, Indigenous, and people of color) philosophers, philosophers of marginalized gender identities (such as nonbinary people and women), philosophers with disabilities, LGBTQI philosophers, among others.

The climate committee, in its capacity, administers an annual graduate student climate survey to collect anonymous input from graduate students on the current state of the departmental climate.

In addition, the climate committee has the capacity to suggest suitable recommendations for the department to become as inclusive as it can be. These recommendations may include, but are not limited to:

- Recommending that the department provides regular anti-racist educational resources (graduate coursework, trainings, speakers) for the entire community and for special occasions (such as hiring committees, admissions committees, evaluation committees, etc.).
- Recommending that the department establishes awards recognizing the service work that department members provide towards building an inclusive and welcoming space.
- Recommending that the department proactively removes barriers for participation for philosophers with disabilities.

Furthermore, the climate committee serves as a liaison when individual climate-related incidents occur. The climate committee is not expected to adjudicate these cases, but can, if necessarily, provide (partial) anonymity to the individuals involved, referrals to campus services, and general recommendations aimed at preventing similar incidents from happening in the future.

Finally, the climate committee serves as an official body that is composed of community members who are *already* advocating for underrepresented groups in philosophy in their own capacity. These include MAP representatives, Hypatia community members, DECADE representatives, the LPS UAW 2865 Union Steward, Graduate Student Representatives, etc. The communications surrounding departmental climate are already happening informally amongst many of the aforementioned individuals, and beyond. The goal of the climate committee is *not* to create additional burdens for these community members, but to recognize and further facilitate the concerted efforts towards creating an inclusive learning and working space at LPS.

What (Steering Committee in 2020-2021)

In the 2020-2021 academic year, in lieu of the regular climate committee, a steering committee for the LPS climate committee will be convened. A chair for the steering committee will be elected, who will serve for a one-year term. An associate chair for the steering committee will also be elected, who will serve on the steering committee for one year, before serving as the chair of the climate committee for the 2021-2022 academic year (i.e. a total of a two-year term). Graduate students who are eligible to serve as *ex-officio* members on the climate committee will be eligible to serve on the steering committee. 1-2 faculty/staff members will be nominated to serve on the steering committee. See details about personnels below.

The goal for the steering committee is twofold. (1) The steering committee is responsible for proposing detailed regular agendas for future LPS climate committees; (2) The steering committee is responsible for administering the Climate Survey in Spring 2021.

Who

Every academic year, the climate committee is constituted by two dedicated members, the Chair and the Associate Chair, several graduate students who serve on the committee as *ex-officio* members, and 1-2 Faculty/Staff members.

Chair and Associate Chair

An individual elected for this position serves a two-year term, the first year as the associate, and the second year as the chair of the climate committee, with the exception of the chair for the 2020-2021 academic year, who serves an one-year term as the chair of the steering committee. A second individual serves as the associate chair of the steering committee for the 2020-2021 academic year, and the chair of the climate committee for the 2021-2022 academic year.

At any given academic year, there will be one chair for the climate committee, and one associate chair.

At the end of each academic year (typically in May), the current associate chair will administer an election (with ranked choice voting) for the next climate committee. An LPS graduate student will be appointed to the associate chair position. A special election will occur in Fall 2020 administered by Chris Mitsch. Two individuals will be elected during the special election, the first individual as the chair of the steering committee for the 2020-2021 year, and the second individual as the associate chair of the steering committee (2020-2021), and then the chair of the climate committee (2021-2022). A timeline of the special election in Fall 2020 is provided in Appendix A.

The chair of the climate committee schedules meetings, circulates and solicits input for meeting agendas, and fairly delegates tasks. The associate chair prepares meeting notes. The chair and associate chair are the main administrators of the climate survey.

Any graduate student cannot serve for more than one term as the chair/associate chair of the climate committee, except when there are no graduate students running for the position, in which case previous chairs may run for the position a second time.

Graduate student community members eligible to serve as *ex-officio* members

One MAP representative from the MAP UCI Chapter

One Hypatia representative (to be elected within the Hypatia community)

One DECADE representative (to be selected among all the LPS community members who serve on campus-wide and social science DECADE programs, by the DECADE community)

One Graduate Student Representative (to be selected among the Graduate Student Representative(s), by the Graduate Student Representative(s))

One LPS UAW 2865 Union Steward

These ex-officio members are responsible for bringing up meeting items in consultation with the community members they primarily serve.

An individual eligible for such a position may decline to serve on the committee. Furthermore, an individual eligible for such a position may be eligible to run for the chair and associate chair of the committee.

Every year, the chair of the climate/steering committee will announce a date by which the ex-officio members should be appointed by the committees.

Faculty and staff representatives

Faculty and staff representative(s) (1-2, to be nominated by the graduate student members of the LPS climate committee)

Faculty members are primarily tasked to serve as supportive allies of graduate student members, to attend climate committee meetings, to bring up concerns from the climate committee to the faculty meetings, and to facilitate institutional changes, if applicable.

A visual representation of the personnels of the climate and steering committees is given in Appendix B.

How

There are no set agendas for the committee, except for the annual climate survey. The steering committee in 2020-2021 will decide on the regular functioning of future climate committees.

Compensation

Compensation for graduate students serving on the climate committee

All graduate student members of the steering committee and the climate committee will receive a stipend for their work on the committee(s) in each academic year. The rate for the 2020-2021 academic year is the following:

Chair of the steering committee: \$1,000;

Associate chair of the steering committee: \$1,000;

Ex-officio members: \$250 per person.

It is recommended that future graduate student members of the climate committee receive stipends at comparable rates.

Recognition for staff/faculty members of the committee

Furthermore, it is suggested that the staff/faculty representative be appropriately alleviated of other service roles for serving on the climate committee.

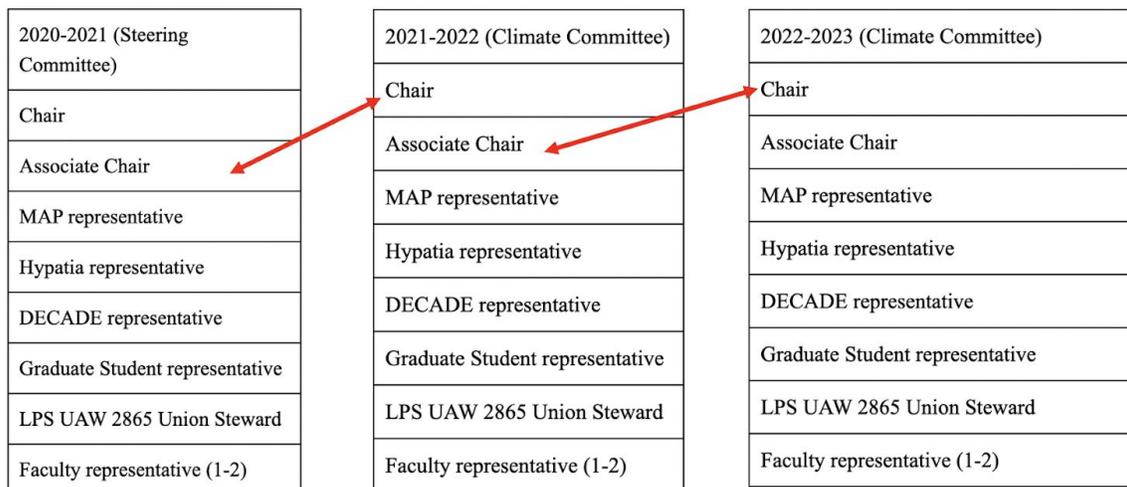
Appendix A: The Timeline for the Special Election in Fall 2020

Nomination Deadline: December 8, 2020.

Election Period: December 10-15, 2020.

Results Announcement: December 16, 2020.

Appendix B: A Visual Representation of the Personnel of the Climate/Steering Committee



←→ = Same Person