Thomas Harriot College of Arts and Sciences
Council on Anti-Racism and Equity (CARE)
FOUNDING CHARTER

Purpose. The mission of the THCAS Council on Anti-Racism and Equity (CARE) is to provide a constructive forum for the regular discussion of topics related to anti-racism and equity that include faculty, staff, and students. The Council shall:

- Develop and promote anti-racism programming and initiatives.
- Advise the Dean on programming, expenditures, and issues relating to diversity and equity within the college.
- Support and publicize anti-racism programming and initiatives of units within Harriot College.
- Partner with and support other ECU divisions, units, centers, offices, councils, and student organizations, such as the Office of Faculty Excellence, the Office for Equity and Diversity, the Faculty and Staff Senates, the Division of Student Affairs, and other colleges.
- Partner with and support individuals and groups in the community.

Organization. The Council is made up of volunteers from the student body, faculty, and staff, to be led by a steering committee of nine members drawn from among the Council and appointed annually by the Dean of the Thomas Harriot College of Arts and Sciences. The steering committee shall include at least one student, at least one staff member, and at least one fixed-term faculty member. The steering committee elects a chair annually from among its members.

Meetings. The Council shall meet at least once during the Fall academic semester and at least once during the Spring academic semester. Meetings shall be called by the Dean. Any member may petition the Dean to consider calling a special meeting of the Council. All members and all guests shall have speaking privileges. The steering committee shall meet monthly.

Committees. At its discretion (majority vote plus concurrence of Dean), the Council may establish one or more standing and/or ad hoc committees to conduct its work.

Reporting. The steering committee chair shall report at an in-person meeting with the Dean at least once during the Fall academic semester and at least once during the Spring academic semester. The Council shall submit an annual report to the Dean.

Amendment. This document may be amended by a majority of the members of the Council and with approval of the Dean of the College of Arts and Sciences. The Council’s Charter should be reviewed and amended, as necessary, every five years.

September 9, 2020