

**The Penn State School of Law of The Pennsylvania State University
Student Bar Association**

Law & Equity Committee Bylaws

I. MISSION STATEMENT

The name of this committee shall be the Law & Equity Committee of the Student Bar Association. The Law & Equity Committee of the Student Bar Association shall work to promote diversity, equity, and inclusion by working with administrators, faculty, student organizations, and the admissions committee to ensure an open and inclusive nature in our law school's community. The Law & Equity Committee will sponsor events that foster diversity and inclusion—such as, but not limited to, the Annual Diversity Banquet—throughout the academic year. It shall maintain an open-door policy for every student organization and every member of the student body at Penn State Law.

The Law & Equity Committee shall review student organization and individual student proposals for improving diversity, equity, and inclusion in an objective, nondiscriminatory manner. It shall encourage student organizations and individual students to have respect for ethnic and cultural diversity within the student population and faculty staff communities.

II. DEFINITIONS

1. Diversity: The human characteristics that differentiate us from one another, as well as the characteristics that make us alike. Dimensions of diversity include but are not limited to: age, ethnicity, gender, physical abilities/qualities, race, sexual orientation, educational background, geographic location, income, marital status, military experience, parental status, religious beliefs, political affiliation, work experience, and job classification.
2. Inclusion: Creating and fostering an environment where individuals and groups are supported and appreciated for their participation. Recognition of unconscious or implicit bias. Understanding that a diverse group by membership is not automatically inclusive.
3. Equity: The fair treatment, access, opportunity and advancement for all people—while recognizing and moving intentionally to eliminate the barriers that prevent the full participation of marginalized groups. Acknowledging one's own privilege while being a member of one or more marginalized groups. Acting with one's privilege to further advance other members of the groups seeking equity.
4. Nominate: To propose by name as a candidate for election. Each nominee must be approved by the Student Bar Association before assuming the respective position.
5. Appoint: A binding selection by the Student Bar Association for an office or position in the Law & Equity Committee.

III. MEMBERS OF THE LAW & EQUITY COMMITTEE

1. The Law & Equity Committee shall have as its administrative and executive officers two Co-Chairs.
2. Co-Chairs
 - i. The Co-Chairs of the Law & Equity Committee shall be nominated by the SBA President and appointed through the majority consent of the SBA and serve at the SBA President's pleasure.
 - ii. The term of office shall be for one academic year.
 - iii. The Co-Chairs shall:
 - a. preside over all meetings;
 - b. set the date, time, place, and agenda for all meetings;
 - c. appoint and coordinate any such volunteers deemed necessary to effectuate the purpose of the Law & Equity Committee;
 - d. communicate with his/her Co-Chair bi-weekly to report any updates regarding the Committee's activities for the SBA;
 - e. vote in all actions undertaken by the Committee; and
 - f. record the proceedings of all meetings of the Committee.

IV. COMMITTEE MEMBERS

1. The Law & Equity Committee is open to all members of the student body.
2. The Committee shall include at least two other members of the student body.
3. The Law & Equity Committee shall be comprised of at least one member of each affinity student organization.
4. Those interested should contact a Law & Equity Committee Co-Chair.
5. The Co-Chair will then provide the SBA Secretary and President with the names of anyone interested in joining the Law & Equity Committee before the next SBA meeting.
6. Membership is subject to nomination by the SBA President and approval by the SBA Board.
7. SBA Committee members may be removed from the Committee only by a decision of the SBA President.

The Law & Equity Committee shall meet no less than two (2) times during an academic year with at least one (1) meeting per semester. The Law & Equity Committee reserves the right to hold additional meetings when circumstances deem necessary. The Law & Equity Committee meetings are open to any interested member of the student body.

V. MEETING PROCEDURE

The following guidelines shall govern each Law & Equity Committee meeting:

1. Every meeting shall begin when the Chair calls the meeting to order.
2. The Chair must take roll and determine whether a quorum is present for voting purposes.
3. The Chair will read the minutes from the previous meeting.
4. The Chair will announce all proposals for discussion at the present meeting.
5. The Chair will then ask the individuals or designated representatives of all organizations working with the Law & Equity Committee to present their requests regarding enhancing diversity events or initiatives.
6. After all individuals and representatives have presented, the discussion of the requests will commence.
7. Each request will be discussed. At any time, a member can move to vote on the request. Another member must second the motion.
8. Proposals that do not obtain a majority vote will be denied.

VI. VOTING

1. Upon discussion of all proposals, the Chair will adjourn the meeting.
2. To vote on any matter, a quorum must be present. Two-thirds of the student members constitute a quorum. Any time a vote is taken, the question shall be approved by a simple majority vote.

VII. AMENDMENTS

All amendments to these bylaws shall be adopted by a two-thirds vote of the SBA.