



CENTRAL WASHINGTON UNIVERSITY

CULTURE OF RESPECT COUNCIL BYLAWS

Created as a result of CWU Safe Recommendations, July 2019

- I. **Purpose:** The purpose of the Culture of Respect Leadership Council (Council) is to guide and support the university's ongoing responsibilities to assure trauma-informed and equity-minded policies, practices, and procedures for the prevention and handling of gender-based violence. Important to this work is the intentional introduction and use of common language in the sphere of gender-based violence, and ensuring that all members of the CWU community are educated about these definitions and language.
- II. **Reportage:**
The Council jointly reports to the Vice President for Student Engagement and Success (VP, SES) and the Provost and Executive Vice President for Academic Affairs (Provost).
- I. **Functions:**
 - A. Create a community of shared learning, reflection, and organizational growth.
 - i. Develop and nurture an institutional perspective on strengths, challenges, and opportunities for growth.
 - ii. Nurture a learner mindset to reinforce policy, practice, and procedure related to the trauma-informed and equity-minded prevention and handling of gender-based violence.
 - iii. Consider these same principles when proposing institutional change and programs.
 - B. Facilitate a strategic and intentional approach in building a culture of accountability.
 - i. Advise leadership, university departments, and shared governance groups on key areas of evaluation as it relates to preventing and addressing gender-based violence
 - ii. Elevate department-level and university-wide adoption of recommendations derived from work groups, action-focused climate-study committees, and shared governance group initiatives.
 - iii. Consult with university entities and advice leadership on strengths, challenges, and opportunities for growth.
 - C. Foster growth and organizational change.
 - i. Provide guidance and assistance to the university community on gender-based violence prevention and handling.

- ii. Review, and if necessary, adapt, current-state policies, practices, and procedures to CWU, based on university mission, vision, and values.
- iii. Work to ensure on-going education and training on gender-based violence is conducted throughout the university and incorporates best practices and is of high quality.

II. Accountability:

- A. The Chair will provide timely written and oral communication as needed regarding the work of the Council to VP, SES and Provost.
- B. Each year, prior to July 1, the Council will provide to VP, SES and Provost a report that chronicles accomplishments, challenges, and continuing work. It will include a review of tasks that were assigned for the prior year and suggested tasks/charge for the following year.

III. Membership/Governance Structure:

- A. Leadership: Chair responsibility rotates between the Director of Health Promotion and Wellness, Associate Vice President for Human Resources, and Director of Civil Rights Compliance and Title IX. Generally, leadership will rotate on an annual basis.
- B. Composition: In addition to the leadership positions listed in IV.A, the Council is composed of leaders from the following departments and/or organizations:
 - i. ASCWU
 - ii. Athletics
 - iii. Classified Employee Council
 - iv. CWU Sites and Centers
 - v. Diversity and Equity Center
 - vi. Exempt Employee Association
 - vii. Faculty Senate
 - viii. Housing and Resident Life
 - ix. Office of Diversity, Equity, and Inclusivity
 - x. Student Rights and Responsibilities
 - xi. University Police
- C. Membership Cadence: Membership will run on three-year rotating basis (where possible) from July 1 through June 30. Every attempt will be made to secure the new year's membership prior to May 15.
 - i. ASCWU, Classified Employee Council, Exempt Employee Association, Faculty Senate – annual basis
 - ii. Other departments/organizations – every three years.
 - iii. Initial Appointment Period:

Department/Organization	Initial Appointment Period
ASCWU	Annual
Athletics	7/1/23 – 6/30/24
Director, Civil Rights Compliance & Title IX	Ex-Officio
Classified Employee Council	Annual
CWU Sites and Centers	7/1/23 – 6/30/25
Diversity and Equity Center	7/1/23 – 6/30/26
Exempt Employee Association	Annual
Faculty Senate	Annual
Director, Health Promotion & Wellness	Ex-Officio
Housing and Resident Life	7/1/23 – 6/30/24
AVP, Human Resources	Ex-Officio
Office of Diversity, Equity, and Inclusivity	7/1/23 – 6/30/25
Student Rights and Responsibilities	7/1/23 – 6/30/26
University Police	7/1/23 – 6/30/24

iv. Every attempt will be made to secure the new year's membership prior to May 15.

v. An individual may only serve one 3-year term without a break in membership.

IV. **Decision-making:** Decisions and/or recommendations will be by discussion and agreement, rather than by majority vote. The Council will work to ensure all identifiable institutional interested are represented. For reference see: [Consensus-Based Decision-Making Processes](#) (The Consensus Council, Inc., Bismarck, North Dakota).

V. **Meetings:**

- A. Meetings are scheduled by the Chair. The Council will meet no less that once each quarter.
- B. Agendas will be made available, by the Chair, to members of the Council at least two days in advance of a meeting.