

The Climate Committee is an initiative of the Northwestern University Philosophy Department. Its purpose is to (a) raise awareness of challenges faced by underrepresented and marginalized groups and (b) ensure that members of such groups are fully integrated into the Northwestern philosophy community.

The Climate Committee fulfills its purpose by performing the following tasks:

(a) Annual Inclusiveness Lecture (EarlyFall). The Committee brings in a notable philosopher to talk about implicit bias and other issues affecting underrepresented and marginalized groups in the discipline.

(b) Climate Survey (frequency TBD). The Committee oversees a survey to monitor the overall climate of the department.

(c) Admitted Students Meeting. The Committee meets with admitted students to share the department's commitment to counteracting problems of inclusiveness within the discipline, and to set expectations for participation in our community.

(d) Disseminate information. The Committee maintains a section of the department website dedicated to raising awareness about implicit bias and other problems affecting underrepresented and marginalized groups in the discipline.

(e) Contact. Members of the Committee are available to discuss inclusiveness related matters and provide support to those who need it.

(f) Collaboration. The Committee will host at least one open meeting per year. All graduate students will be invited to attend. The agenda for this meeting will be to provide graduate students an opportunity to (a) provide feedback on the work of the committee and (b) give suggestions for ways to improve department inclusiveness.

Northwestern Philosophy Climate Committee Guidelines
November 4, 2013

1. Purpose and Tasks

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- (d) Disseminate information. The Committee maintains a section of the department website dedicated to raising awareness about implicit bias and other problems affecting underrepresented and marginalized groups in the discipline.
- (e) Contact. Members of the Committee are available to discuss inclusiveness related matters and provide support to those who need it.
- (f) Collaboration. The Committee will host at least one open meeting per year. All graduate students will be invited to attend. The agenda for this meeting will be to provide graduate students an opportunity to (a) provide feedback on the work of the committee and (b) give suggestions for ways to improve department inclusiveness.

2. Membership on the committee:

The Committee is comprised of four graduate students and a faculty liaison. The faculty liaison is appointed by the department chair. Graduate students are selected by the following process: The Committee asks graduate students for nominees to the committee. The Committee then votes to accept two new members to a two-year term. Whenever possible, the Committee shall have at

least two women. Every year, two members of the committee rotate off, and two new members rotate on. At the beginning of the year, the Committee will select a chair from among the graduate student members. The chair is responsible for convening meetings. Vacancies will be filled by appointment.

The membership policy will be revisited in the Spring of 2015.