

**COMMITTEE ON DIVERSITY, EQUITY, AND INCLUSION  
CONFIDENTIALITY & RECUSAL STATEMENT**

The Committee on Diversity, Equity and Inclusion (CODEI) agrees that strict confidence will be maintained about individual personnel aspects of any matter discussed at CODEI meetings. Members of the campus community presenting material to or coming before the Committee will be requested to inform the Committee when confidentiality is desired; in such cases the meeting minutes will note that a discussion took place without specificity concerning content. CODEI recognizes the necessity of not jeopardizing sensitive negotiations while they are in progress. The Committee assumes that, after due deliberation, virtually all issues coming before CODEI will become public information, usually at the time of a formal recommendation by the Committee. CODEI expects members of the campus community appearing before the Committee to respect the above agreements and to refrain from identifying the individual positions taken by committee members during CODEI discussions which they attend.

In issues that involve a clear conflict of interest (with the conflict of interest being either departmental or personal) of a member of the Committee on Diversity, Equity, and Inclusion on either a waiver of recruitment request or an issue of controversy, affected members will be asked to recuse themselves in advance. They will not be permitted in the room for the discussion of the relevant topic. In cases where the Chair may have a conflict of interest, the Chair can appoint another committee member, another Senate chair, or the previous CODEI chair to lead the discussion. The materials associated with the topic will be distributed to all members with an understanding that strict confidentiality is to be preserved.

Approved by the Committee on Diversity, Equity, and Inclusion on October 16, 2023.