**Equity and Inclusion Committee**

**MINUTES**

Tuesday, January 9, 2024

9 am – 11 am

In person: Room 2259 Kirkhof)

<https://gvsu-edu.zoom.us/j/91501528669?pwd=RUIxNmRIS3FBQ3VJaTJ3dVJpQzl5UT09>

1. Check-in: What are you looking forward to or hoping to manifest in 2024?
2. Approval of the Agenda: Motion by Anna, seconded by Ramya. Agenda approved.
3. Approval of the [Minutes from 11/28/23 Meeting](https://docs.google.com/document/d/1-vyj5k0j-7kop19lrMzRsEycp9f_iaP8/edit?usp=sharing&ouid=113157287671498060391&rtpof=true&sd=true): Motion by Josita, seconded by Steven. Minutes approved.
   1. Notetaking to follow alpha order using first names: Genevieve for 1/9/24
4. University DEI Framework Update
   1. Led by Marlene Kowalski-Braun
   2. Current framework is from 2015. Feedback received on it includes: some topics still relevant, but model is not directional or clear – too conceptual/not operational, need shared language, toolkit, and student perspective.
   3. Eleven students (student engagement group) have been hired as AALT members/co-authors and learners in updating the framework. Desire is to ensure the framework reflects the outcomes that students need. Thinking about points of connection for this committee and the 11 students.
   4. The process for completing this GVSU framework update has included use of consultant, AALT retreat to deepen understanding, and sub teams working in collaboration with key stakeholder groups (i.e. AP, PSS). AALT is hopeful to provide update soon and then seek board approval on new framework.
   5. Shared Equity Leadership (SEL) has been the focus of AALT (personal journey, values, practices), and a set of readings from American Council on Education has been guiding the team).
   6. Discussion on how it is difficult even for some experienced faculty to understand the structure of I & E at GVSU. GVSU will be building a new model (i.e. hub and spoke model or bridging model) for SEL at GVSU.
   7. This work in DEI framework revision is grounded in GVSU’s commitment to building a culture of educational equity. Also tied to HR competency: fostering inclusive and equitable community.
   8. Need for streamlined communication as we have grown so much so fast. I & E newsletters distributed in Sep and November. Please provide feedback on those.
   9. For clarity: Another DEI-AB framework exists within Division of Academic Affairs. Dean Belanger will be joining to crosswalk that framework with this one. Unknown if the two will meld or co-exist. For reference: The Division of Academic Affairs DEI-AB Framework <https://www.gvsu.edu/provost/diversity-equity-inclusion-accessibility-and-belonging-dei-ab-279.htm>
5. Equity in Service Discussion
   1. Led by Josita, Melissa, and other EIC members working on charges #2 & #6
   2. Josita has posted results of some initial ChatGPT-guided searching in Blackboard. She examined different aspects of this question (i.e. what is the timeline, what are the tools, strategies for sustainability, pitfalls, committee’s role).
   3. Ed shared discussion from document from ACE. This research highlighted many of the causes of workload inequity (i.e. accountability, transparency). Discussed challenge of collecting accurate data for a service dashboard. Perhaps committee can review this document.
   4. Melissa completed a literature review. Key ideas included: equitable distribution of *necessary* work, gifts of discretionary time, making opportunities available to more people. CLAS has been exploring the challenge of dashboard and did trial in 2022 with an anonymous unit. Suggested connection with Nick Lerma, who led this work.
   5. Steven raised perspective on learning that some service is seen as more valuable than other service (i.e. university governance vs student organization advisor) – how is this nuance measured or quantified? Perhaps each unit must define this and include in personnel documents.
   6. Another related perspective on this front includes improved mentoring for new faculty and encouraging faculty to shape their own strong narrative in personnel review. Perhaps these ideas can feed into a toolkit.
   7. Issue of *belonging* raised as something the is very related to this problem. It can be a value that drives the choices/priorities for service. It can also be a reason why faculty and staff participate in different levels of service.
   8. Bottom-up culture change: is it possible? Until then, what correctives can unit heads put in place to intervene and shift balance of inequities? Perhaps responsibilities for transparency in discussion about workload equity.
   9. Discussed danger of assuming all are on board with this. A key question: how do we mobilize faculty, how do we gain broad buy-in? This is essential for success and sustainability.
   10. Will continue discussion of this issue, and what we might do to effect change and/or suggestions we might put forth.
6. [2023-2024 Charges](https://drive.google.com/file/d/14nPb_FhcujdDBNomwx3OmdgI2U6e_SGt/view?usp=sharing)
   1. Deferred at this time. Will discuss finalizing the recommendations (from the [Jamboard](https://jamboard.google.com/d/1MzU-XiP0JVwriFRKtZhdNMOGQ9cHkEX5HDViVvokt1s/edit?usp=sharing)) and adopting the recommendations at a later date.
7. Announcements
   1. Next meeting Tuesday, January 23, 2024 at 9:00 am on zoom
8. Adjournment at 11:00

| **Voting Members** | Attendance | **Ex-Officio Members** | Attendance |
| --- | --- | --- | --- |
| Alycia Laguardia-Lobianco (CLAS, W’24) | X | Ed Aboufadel  (Sr. AVP Provost’s Office) | X |
| Anna White (Libraries W’25) | X | Jesse Bernal (VP I&E)/Marlene Kowalski-Braun (AVP I&E) | X |
| Chasity Bailey-Fakhoury (CECI, W’24) | X | Mychal Coleman  (AVP Human Resources) |  |
| Craig Clay (PCEC, W’25) |  | Takeelia Garrett (Student Ombuds/Dean of Students) | X |
| Ezekiel Leo (SCB, W’24) | X | Dana Munk (Pew FTLC) |  |
| Genevieve Elrod  (KCON, W’24) | X | B. Donta Truss  (VP Enrollment Development) | X |
| Jason Cronkrite (AP Committee Representative) | X |  |  |
| Jennifer Marson-Reed  (CECI, W’24) | X |  |  |
| Josita Maouene  (CLAS, W’25) | X |  |  |
| Marisa Vredevoogd (APSS Union Representative) |  |  |  |
| Melissa Morison (CLAS) | X |  |  |
| Ramya Swayamprakash (BCOIS) | X |  |  |
| Steven Dorland (CLAS) | X |  |  |
| Brianna Chesser & Srihimaja Nandamudi (CHP) | X |  |  |
| Paris Lawson (Student Senate Representative) |  |  |  |