Equity And Inclusion Committee

Final Agenda, **March. 29, 2022, 9:00AM – 11:00AM**  
Join Zoom Meeting:  
<https://gvsu-edu.zoom.us/j/95691758900?pwd=RzdYKzhEemR6K3RMZnpQTGNId3MwZz09>

Meeting ID: 956 9175 8900

Passcode: 849496

Chair: Joel Wendland-Liu

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| **Voting Members** | Present | Jennifer Marson-Reed (CCPS, W 2024) | x |
| Elizabeth Arnold (CLAS, W2023) | X | Joel Wendland-Liu (Brooks, W2023) | x |
| Caitlin Callahan (CLAS, W2022) | X | Jennifer Pope (SCB, W2024) | x |
| Alisha Davis (CHP, W2023) | X | **Ex-Officio Members** |  |
| Jon Jeffryes, co-chair (UL, W2022) | Scarlet Galvin substitute | Ed Aboufadel (AVP Provost’s Office) | x |
| Nabeeh Kandalaft (Padnos, W2022): substitute—Sanjivan Manocharan | x | B. Donta Truss (VP Enrollment Development | absent |
| Josita Maouene, co-chair (CLAS, W2022) | x | Takeelia Garrett (Student Ombuds/Dean of Students) | excused |
| Genevieve Elrod (KCON, W2024) | x | Jesse Bernal/Marlene Kowalski-Braun (AVP I&E) | x |
| Daisy Fredericks (CoE, W2024) | x | Dana Munk (Pew FTLC): substitute—Patricia Stow Bolea | x |
| Alycia Laguardia-Lobianco (CLAS, W 2024) | x | Mychal Coleman (AVP Human Resources) | absent |
| (Student senate) | None appointed | Shelinda Davenport (GSA rep) | excused |

Proposed Agenda

1. Approval of the agenda; notes for this meeting: Jennifer Marson-Reed
2. **Approval of the minutes from the March 15, 2022 meeting.**

Minutes approved.

1. **Report/update on EIC report on diversity: Jennifer, Alycia, and Jon:** <https://docs.google.com/document/d/1huWTivWR8VwcNkjYfw4yb9vZiuczY4z9YGewyi8vCcI/edit?usp=sharing>.

--80% faculty white. Concerning. “international” category for faculty potentially problematic. Many adjunct female faculty in Nursing, potential skewing data. Gender identity categories hopefully to be expanded beyond binary terms.

--literature review reflects increase in data on people with disabilities. Discussion surrounding self-identifying disabilities.

--discussion on departments taking the lead on accommodations in the classroom. Issues associated with budgets limiting what departments can do.

--gender differences in service work: women are reporting more. Concerning as it may reduce ability to engage in other required worked for tenure/promotion. Concern as to how service is being “counted.” University wide standards?

--concerns with length of report. Perhaps shorten it?

--take some time send to ad hoc for changes/additions, develop executive summary to distribute in larger setting.

1. **Discussion of EIC’s role on ADA issues.**

--ADA committee meets once a semester, ensure GVSU is ADA compliant. Equity/inclusion issues often raised. Previous charge for EIC subcommittee for ADA issues (not currently active). Should we still be doing this? Will reach out to Kathleen VanderVeen.

1. **ECS charge 11. Leadership and Succession Planning: Please propose language to ensure that the applicable section of the UAS Bylaws (SG 1.02) that charters the committee includes a subsection on Leadership, that describes the leadership positions and succession process.** [**https://www.gvsu.edu/policies/policy.htm?policyId=3DFA94BF-BE26-7A6A-EF89369FFB7A6697&search=#statement**](https://www.gvsu.edu/policies/policy.htm?policyId=3DFA94BF-BE26-7A6A-EF89369FFB7A6697&search=#statement)

**See the draft language attached with this agenda.**

**ECS charge 8. Update EIC Responsibilities: Consider adding the following responsibility as an ongoing responsibility of EIC: Provide annual review, revision, and update to the website maintained by EIC as the committee adapts the site’s needs and increases faculty functionality.** [**https://www.gvsu.edu/eic/**](https://www.gvsu.edu/eic/)

**See draft language. Discuss, revise, and approve language.**

--current bylaws pretty basic (Ed explained). Teach-In/Reports/Website standing committees….permanent sub committees? Genevieve raised consideration of vice-chair and secretary roles. Concerns expressed. Secretary role is a lot of work. Rotation of role may be best. Placement might be best for folks who aren’t getting ready to leave committee within the next year.

Review of small edits. Motion to email Joel edits, approve via email within the next few weeks. Motion approved.

1. **Nominations for 2022-2023 AY leadership. Sub-committee chairs and committee chair.**

Joel self-nominated to continue on as Chair.

Nominations of subcommittee chairs in event they are approved by ECS brought up. Liz self-nominated for Teach-In. Josita self-nominated for Website subcommittee. Motion to accept nominations. Second. Motion accepted.

Scarlet nominated John for Reports subcommittee (John not present for meeting, may be leaving the committee at the end of this term). Joel will follow up via email.

1. **Announcements and Updates:**
   1. Next meeting: April 12, 2022: zoom link in outlook
   2. Others?
2. **Adjourn**

Motion to adjourn. Second. Meeting adjourned at 10:43.

Meeting Documents to review:

* Blackboard folder for March 15, 2022
  + Agenda
  + Minutes