**Equity and Inclusion Committee**

**Grand Valley State University**

**Date/Time: February 15, 2022, 9:00 am @** Zoom: <https://gvsu-edu.zoom.us/j/95691758900?pwd=RzdYKzhEemR6K3RMZnpQTGNId3MwZz09>

**Committee Chair:** Joel Wendland-Liu

**Working Notes Taken By:** Sanjivan Manoharan

**In Attendance:**

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| **Voting Members** | **Present** |
| Elizabeth Arnold (CLAS, W2023) | X |
| Caitlin Callahan (CLAS, W2022) | X |
| Alisha Davis (CHP, W2023) | X |
| Jon Jeffryes, co-chair (UL, W2022) | X |
| Nabeeh Kandalaft (Padnos, W2022): Substitute—Sanjivan Manoharan | X |
| Josita Maouene, co-chair (CLAS, W2022) | X |
| Genevieve Elrod (KCON, W2024) | X |
| Daisy Fredericks (CoE, W2024) | X |
| Alycia Laguardia-Lobianco (CLAS, W 2024) |  |
| Jennifer Marson-Reed (CCPS, W 2024) | X |
| Joel Wendland-Liu (Brooks, W2023) | X |
| Jennifer Pope (SCB, W2024) | X |
| Shelinda Davenport (GSA rep) | X |

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| **Ex-Officio Members** | **Present** |
| Ed Aboufadel (AVP Provost’s Office) |  |
| B. Donta Truss (VP Enrollment Development |  |
| Takeelia Garrett (Student Ombuds/Dean of Students) | X |
| Jesse Bernal/Marlene Kowalski-Braun (AVP I&E) | X |
| Dana Munk (Pew FTLC):Substitute—Patricia Bolea | X |
| Mychal Coleman (AVP Human Resources) | X |
| Christine Rener |  |

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| **Guests** | **Present** |
| Kevin Carmody | X |
| Kathleen VanderVeen | X |

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| **Agenda Items** | **Originator** | **Notes**  | **Additional Information** |
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| Approval of Agenda | Wendland-Liu | * Meeting commenced at 9:02 am
* Adjustment of agenda as Ed is in a Provost meeting
* Addition of agenda item on EIC and DEI discussion
* Motion to approve at 9:03 am by Jennifer Pope and seconded by Shelinda Davenport. Approval was unanimous
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| Approval of 02/01/2022 Minutes | Wendland-Liu | * Motion to approve minutes at 9:05 am by Genevieve Elrod and seconded by Daisy Fredricks. Approval was unanimous.
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| Title IX Director Discussion | Carmody | * New Title IX Director, Kevin Carmody introduced himself
* Discussed the reporting structure at the office. Sill reporting to Jesse Bernal and President Mantella
* Discussed the climate at the office. Some concerns about the departure of previous Director. New Director is receiving support.
* Discussed moving forward plan and maintaining transparency. Lost several good key people and rebuilding is in progress. Ongoing search for 2 positions: Assistant Director and Lead Investigator. Looking to fill these positions soon.
* Spoke about implementing the Co-investigator model and identifying new folks and training them for this.
* Major focus on outreach. Students do not have a good understanding of the office and the goals/mission.
* Continue to assess and examine any policy changes to be made. Having talks about mandated reporter and more training in this area. Push from faculty is more towards everyone being a mandated reporter.
* Outside impression is that GVSU should have more resources around full-time advocate and have more faculty being co-investigators. Colleagues at other institutes look positively at GVSU.
* Idea on maintaining a newsletter was proposed by Josita to promote transparency and current efforts.
* Reminder that Takeelia Garrett can assist faculty to get the students connected to the right resources
* Genevieve Elrod proposed bringing more awareness and outreach to adjunct faculty.
* Discussion ended at 9:48 am.
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| DEI and DEI Programming | Kowalski-Braun and VanderVeen | * Discussed the relation between I&E and EIC. Suggested going back to ADA document.
* NoA recommends climate survey to be done every two years instead of every four years. Having someone represent this committee will be beneficial.
* Discussed professional development for faculty and staff. Continuing anti-racism and white consciousness cohorts that are full (group of 25 that attends 10 hours.). Also, in process of implicit bias training for 350+ KCoN and CHP students. Alisha Davis is the co-lead.
* Doing presentation for the SSN network. SSN is all about mentoring students. Provided information on network of advisors for racial equity work attempting to institutionalize professional development support for underrepresented faculty.
* Several recommendations from NoA to strengthen professional development. DEI should be an embedded part of HR and leadership training.
* Inclusion and Equity Institute is robust and does large amounts of external work and hope is that the institute will become the umbrella for faculty/staff teaching that does not involve pedagogy (FTLC is associated with pedagogy).
* Discussion ended at 10:01 am
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| Report on Faculty Senate Discussion of Title IX Report | Aboufadel | * Ed Aboufadel is in a Provost meeting and this item will be revisited next meeting.
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| Network of Advisors’ Report | Davis | * A couple of members provided feedback so more feedback is encouraged since report is still in draft form.
* Various initiatives have been recommended and members are encouraged to review short and long form of the document.
* Next step is to develop implementation team and will happen over the next few months. EIC members encouraged to be part of this team. Timelines and plans to be developed.
* Senior leadership folks are accountability partners for implementation and recommendation.
* Mentioned cohort models for hiring process. Connecting new hires to resources is also being strengthened.
* Discussion on predicative analytics initiated by Joel. Marlene spoke about this endeavor and strategic enrollment management plan which is based on recruitment and retention of marginalized groups.
* Faculty encouraged to check out strategic enrollment management plan.
* EIC might want to review outcomes on recruitment, retention, and success of students and also recruitment and retention of new faculty.
* Alisha Davis showed the various workgroups and members of each team. List was emailed to members by Joel.
* Discussion ended at 10:22 am
 | <https://www.gvsu.edu/semp/> |  |  |  |
| Motion to Adjourn | Wendland-Liu | * Meeting adjourned at 10:25 am
* Motion to adjourn by Shelinda Davenport
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| Next Meeting | Wendland-Liu | * Next EIC meeting scheduled for 03/01/2022
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