**Equity and Inclusion Committee**

**Grand Valley State University**

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

**Committee Chair:** Joel Wendland-Liu

**Working Notes Taken By:** Josita Maouene

**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) | X | | Jennifer Marson-Reed (CCPS, W 2024) | X | | Joel Wendland-Liu (Brooks, W2023) | X | | Jennifer Pope (SCB, W2024) | X | | Shelinda Davenport (GSA rep) | excused | | |  |  | | --- | --- | | **Ex-Officio Members** | **Present** | | Ed Aboufadel (AVP Provost’s Office) | excused | | B. Donta Truss (VP Enrollment Development |  | | Takeelia Garrett (Student Ombuds/Dean of Students) | X | | Jesse Bernal/Marlene Kowalski-Braun (AVP I&E) | excused | | Dana Munk (Pew FTLC):  Substitute—Patricia Bolea | X | | Mychal Coleman (AVP Human Resources) |  | | Christine Rener |  | |

| **Agenda Items** | **Originator** | **Notes** | **Actions** |
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| Approval of Agenda | Wendland-Liu | * Meeting commenced at 9:00 am * Motion to approve by Jon Jeffries and seconded by Jennifer Pope. Approval was unanimous |  |  |  |  |
| Approval of 02/15/2022 Minutes | Wendland-Liu | * Motion to approve minutes by Jon Jeffries and seconded by Jennifer Pope. Approval was unanimous. |  |  |  |  |
| Report/Update on  Diversity data on faculty, staff and student bodies | Jeffries  Pope  Laguardia-Lobianco | * The ad hoc committee met on March 1 and broke up responsibilities. * The members are actively analyzing the data. * They will report on next meeting March 29 * They will share their result before the meeting for comments. |  |  |  |  |
| Network of Advisors’ for Racial Equity Report | Davis | * Alysha thanks for the meaningful feedback she got from our committee and transmitted it to the NoA committee. * Jesse Bernal made some changes to the document. * Now they are in the implementation phase with the setting up of an implementation team. * They expect to have a team in a month or so. * Following this President Mantella will send invitations. * Next steps are: set up a timeline, resources, over summer 2022. * Following Joel’s question, Alysha said the member of the implementation will be both appointed based on their position in the work that has already been done and volunteers. * Following Patricia’s question on the background of the NoA, Alysha reported the following facts: * The birth of this network followed the protest and police killing of Summer 2020. * President Mantella put a charge at the senior leadership for a focus on race and racism institutionally wide. * The Network of advisors was created with members who had worked on social policy justice before. * The leadership team includes:   Jesse Bernal, Dean Drake, Keri Becker, Alysha Davis.  <https://www.gvsu.edu/inclusion/network-of-advisors-for-racial-equity-165.htm>   * A much larger team (see link above) put together recommendations for faculty, staff and students. It has been in the work for 1.5 year. * It connects with Rich Higher together and aligns and intersects with the strategic plan for enrollment.   Patricia commented on the work that has been done before on this for 15 years with no motion. And asked whether this is this really going to happen.  Alysha: Many are cautiously optimistic.  Takeelia: It took the movement in the larger society to create the momentum. A lot of work has been accomplished. It is important from a retention perspective as BIPOC students were not feeling safe on campus and were leaving and so in terms of enrollment it is crucial. |  |  |  |  |
| ECS charge 11  Leadership and Succession Planning | Wendland-Liu | Charge: 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.  Joel: How to move from year to year successfully in terms of leadership and succession of this committee?  Jon: Historically, John Bender (Chemistry) was the first chair. He assured the transition from the Task force that had worked on creating our committee to the committee starting in 2017. He ran unopposed and got elected for 3 years. A couple of members were randomly selected to stay 1 or 2 more years to insure the transition went smoothly. In May 2020, it was difficult to find a chair. After discussion we agreed on Jon’s proposal of a tandem model of two co-chairs where he would run the sessions and the agenda and all the necessary tasks that go with it and Josita would organize the first online Teach-In. Following this experience, our committee proposed to ECS that the organization of the Teach-In itself should not be the task of the chair anymore. So we have had two different models so far.  Jon: Ideally, it would be good to have some built-in support (institutional memory) for the incoming chair. For example, having a vice-chair that would learn the ropes before the chair steps down. To help with the workflow. To have somebody identified early would help for the final report to be on time for ECS to be able to review it over the summer.  Jennifer reported her experience for another committee and found an extensive meeting with the former chair very valuable.  Joel: from his experience of chair, he would feel better and contemplate one more year if a second person would assure the continuity. | Joel will create some language for a proposal on leadership and succession  to be discussed on March 29 |  |  |  |
| ECS charge 8  Update EIC responsibilities | Wendland-Liu | Charge: 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/>   * Joel run us quickly through it. * Is it helpful to have the Blackboard login in the menu? Do we want to have subcommittees and/or task forces? * Jon provided some institutional memory on the website creation. It was a charge that John Bender assigned a specific subcommittee to in 2028-2019. The subcommittee looked at two governance committee websites for models. The goals were:1) To have information on what we do as a governance committee, our responsibilities, our members, etc. 2) To have some institutional memory (archives) and 3) To have resources for the community of students, faculty and staff. * We did not discuss the website again during 2020-2021 because of the Teach-In and the pandemic resulting in less meetings of this committee. There is a need is to create a subcommittee again after that interruption. * Jennifer: Having members assigned to a specific subcommittee would help planning for faculty. * Elrod: do these committees change year to year? * Josita: some constant, some new. * Elrod proposes a hybrid system of constant committees and flexibility for the new ones that may emerge from the new charges from ECS. * Joel: what is the importance of a website, what does a website do? How to communicate the work our committee does. * Alysha: Using this website as an educational tool with a monthly topic (DEI-A related) that is timely and resources. Example, Critical race theory and how it applies to GVSU. Or the phenomenon of doxing: “using private information on members of the GVSU community that are active in the DEI-A opening them to abuse or danger”, etc. * A whole discussion on the resistance of faculty, or chairs to become educated on DEI-A. * Caitlin: There is also an issue of personnel review of untenured faculty efforts in DEI-A by senior faculty who have not, themselves, done work or education in DEI-A. There is potential for this scenario to be problematic, and the power structure makes it difficult for untenured faculty to speak up. * Adding to the discussion on education of faculty and staff, Takeelia reminded us that increasing diversity should not be our first goal. We need to make the students who are here feel included, safe, make them feel like they are a part of GVSU, that they can be happy here. If this experience is better and better than the increase in diversity will follow from that care. * Jon: Volunteering for your DEI-A education can only go so far. How can this be leveraged to the Unit heads? How about mandatory training? In the chat: another option is to build accountability with including this education/training in the workload plan and tie it to performance. Also anonymous reviews of unit heads (just to the Dean). * Alysha: There is a need to have a true cultural shift on campus. There is a discussion in the NoA on adding a fourth leg to teaching, scholarship, service, which would be DEI-A. * Josita: another issue about power structure in the department concerns voting procedures in large departments for key committees, where the representativity of non’popular’ faculty, which overlap with intersectionality, cannot be assured. * There was a general discussion about the importance of engaging with the deans and the ombuds person for strategies. * Takeelia: it is a good idea to report these to the ombuds so that become trends that are seen. * Joel: the role of our committee includes: * Education * Messaging * Pointing to resources * Increase the quantity of knowledge. * Jon: We could bring Alysha and Caitlin’s discussion of today on the website with bullet points so that faculty do not feel alone. * Joel: idea of strategizing to protect people across multiple Ids is key. * Discussion ended at 10:40 am | Joel will create some language for a proposal on updating the website  to be discussed on March 29  create a website committee?  Create permanent and semi-permanent committees?  Proposition: Create a page that is educational with a topic that is timely and resources on the website |  |  |  |
| Motion to Adjourn | Wendland-Liu | * Meeting adjourned at 10:45 am * Motion to adjourn by Jon Jeffries |  |  |  |  |
| Next Meeting | Wendland-Liu | * Next EIC meeting scheduled for 03/29/2022 |  |  |  |  |