**Equity and Inclusion Committee**

**AGENDA (Draft)**

Tuesday, February 6, 2024

9 am – 11 am

Join Zoom Meeting

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

Meeting ID: 915 0152 8669

Passcode: 204698

1. Approval of the Agenda

Genevieve—move

Anna—second

1. Approval of the [Minutes from 1/23/24 Meeting](https://docs.google.com/document/d/14xSSGFqLqEym_so-Zod4-3jDN2L2xDsg/edit?usp=sharing&ouid=113157287671498060391&rtpof=true&sd=true)
   1. Notetaking to follow alpha order using first names
      1. Jen for 2/6/24

Anna—move

Josita—second

1. Student Focus Groups Related to Charges 1 & 4
   1. AALT Student Engagement Team on Feb. 16th
   2. OMA, date/time forthcoming

Chasity—2/16 date solidified for AALT. Communicating with Elisha Davis for date/time for connecting with OMA students. Will share further communication.

Josita—Davenport/GVSU/Chicago schools comparison. Interesting stuff 😊

Sri—Inquired as to dates of OMA. Waiting on Elisha. Will be in Kirkoff.

* 1. Results regarding adoption of [charge recommendations](https://docs.google.com/document/d/16H8nIPAMAu8fxrhV3C5FDigcdjYjoXAU-uzjqPn9NKc/edit?usp=sharing)

Chasity—email link to vote sent out. 10/15 have voted thus far. So far showing “support.” 1st charge=support 2nd charge= 100% support; 3rd charge=100%, 4th charge= 90% support, charge 5= 100%

Chasity—test force to ECS? What should the “toolkit” look like? Subcomittee between EIC and FTLC?

Charge regarding systemic racism—Griff coming next week. Teaching systemic racism?

Anna—charge 4—any context as to why only 90%? Chasity—no additional info

Chasity—one question related to charge 1….staff training module. Which training module was it referring to? In BB organization DEI module rolled out to all faculty/staff. First role out was for staff. Mixed completion…faculty wasn’t expected to complete. The charge focuses on that module. How did staff perceive that? How can we all gather the same “type” of information?

Josita—new staff doing module? Chasity—expectation that new staff complete

Melissa—can’t speak to new staff

Steven—Charge 4. Summary isn’t the same as raw data.

Charge Work Groups

* + 1. Charges 1 & 4
    2. Charges 2 & 6
       1. #of TT faculty in each college; CLAS=538; Library=25; Computing=93; CECI=107; KCON=37; CHP= 82; Brooks=46; Seidman=88….numbers don’t include AP’s or adjunct.
    3. Charges 3 & 5

Groups meet until 9:50. Break until 10am.

1. Invited Guest at 10 am
   1. Dr. Nick Lerma, Movement Science, to discuss Service Dashboard models as related to Charge #2: Equity in Service

Melissa—introduce

Nick—shared CLAS vision implementation PP. Perceptions of work load; invisible workload; actual inequities and perceived inequities; transparency; service work is not equally rewarded; Dashboard can differentiate efforts and can make “invisible” more “visible.” Proposed Pilot.

F1-F12=variety of service (not just unit)

“numerical” values or type of service= based off of hours in FWR

Some concerns with the “counting” nature of the Dashboard. Perhaps doesn’t fully account of invisible labor?

Unit Heads and Deans---more transparency with faculty evals regarding equitability in service. How are Deans following up with Unit Heads if this is a documented issue? Unit Head evals are not standardized.

1. [Academic Impressions](https://www.academicimpressions.com/gvsu/)
   1. Planning for 2024-2025
2. Announcements
   1. Next meeting Tuesday, February 20, 2024 at 9:00 am on zoom
      1. C. “Griff” Griffin (GE Director, BIO) will join at 10 am to discuss information related to Charges 3 & 5
         1. [Please read/review these documents](https://drive.google.com/drive/folders/1yTvk89NSoJ-H3IvtdEQXIXinQx3WaTkM?usp=sharing) related Charge #3 in preparation
         2. [Please read/review these documents](https://drive.google.com/drive/folders/1KzTm-BZ-YD410NxULKek2AVZKDeg_3-f?usp=sharing) related Charge #5 in preparation
   2. Additional?
3. Adjournment

| **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) |  |
| Brianna Chesser (CHP) | x | Mychal Coleman  (AVP Human Resources) |  |
| Chasity Bailey-Fakhoury (CECI, W’24) | x | Takeelia Garrett (Student Ombuds/Dean of Students) | x |
| Craig Clay (PCEC, W’25) | x | Dana Munk (Pew FTLC) | x |
| Ezekiel Leo (SCB, W’24) | x | B. Donta Truss  (VP Enrollment Development) |  |
| Genevieve Elrod  (KCON, W’24) | 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) | x |  |  |
| Melissa Morison (CLAS) | x |  |  |
| Ramya Swayamprakash (BCOIS) |  |  |  |
| Steven Dorland (CLAS) | x |  |  |
| CHP Substitutes  Srihimaja Nandamudi | x |  |  |
| Paris Lawson (Student Senate Representative) |  |  |  |