**Equity and Inclusion Committee Minutes**

Tuesday, March 19th, 2024

9am – 11am
Zoom Meeting Link:

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

Notetaking to follow alpha order using first names:
Marisa for March 19th, 2024

# Agenda Vote:

**Motion to Approve Agenda:**
Anna White

**Second Motion to Approve Agenda:**Josita Maouene-Cavin

All in favor to support the approval of the agenda.

# Meeting Minutes Vote:

Reviewed Minutes from 2/20/2024.

**Motion to Approve Minutes:**Anna White

**Second Motion to Approve Minutes:**Jen Marson-Reed.

All in favor to support the approval of minutes from 2/20/2024.

**Abstention:**Melissa Morison due to being absent at the prior meeting.

Notes Regarding the Discussion on Chick-Fil-A Coming to Campus:

Chick-Fil-A coming to Kirkhof Center. There is a history of Chick-Fil-A supporting/making contributions that have an anti-LGBTQIA+ agenda and activities. Recently, Chick-Fil-A no longer makes those contributions, however, they are making contributions to smaller groups though. In surveys given to the student body, Chick-Fil-A does rank very high as wanting to see it as an on-campus dine-in option. There are a lot of questions around really what does that look like though? How many students are we talking about? The memo was drafted and distributed through various groups. It was noted that the “CFA” acronym was listed on the business plan, not specifically spelling out Chick-Fil-A, potentially creating issues around transparency and trust. There is an option to fill out a Campus Climate Concern.

Jason Cronkrite mentioned that the AP Executive Committee met with VP last week.

Jen Marson-Reed responded that the biggest issue is that this feels like another example of this administration severely lacking in transparency.

Jason Cronkrite responded mentioning that we as a university need to have dialogue about this. No one knew about this until they started construction. Many people/groups found out about this just two weeks ago.

Dana Munk explained that this is a teachable moment for the university. Who’s the sample group that was surveyed? At least educate students about what they’re supporting when they purchase from Chick-Fil-A.

Anna White commented that if the student body says that this is what they want then this is what they want. She also mentioned that a co-worker of hers pointed out that Subway was an easy vegan option, and that Chick-Fil-A does not have easy vegan options.

Josita Maouene-Cavin explained that the role and mission of the GVSU campus is to offer more creativity, more healthy food choices and that may go against mainstream sometimes. The university is sending a message that is not following our mission of being more creative and more intelligent.

Takeelia Garrett explained that our population really hasn’t been educated as to what Chick-Fil-A stands for. Takeelia posed the suggestion to bring in Chick-Fil-A executives in for a Q & A. Referencing also that we broke ties with Taco Bell and Papa Johns because of some of their philosophies.

Jen Marson-Reed piggybacked off what Josita said mentioning the issue of transparency and academic reflection vs business decisions. These decisions are reflecting administrative goals that are contradictory to what our mission is.

Chasity Bailey-Fakhoury posed the question to Jason Cronkrite if administration could reach out and creates this kind of town hall or dialogue space with Chick-Fil-A executive.

Jason Cronkrite responded that they have been in dialogue with leadership but a town hall like Q & A has not been posed. Jason is also taking notes and will pose the idea to leadership. The LGBTQIA+ center did not feel like they signed off on something to enable this. Dialogue needs to be had with senior leadership, Chick-Fil-A, and with our students.

Takeelia Garrett stated that we need to hear from administrators that you have our backs, and we need to hear from them as to how they’re going to help us in this situation.

Jostia commented that secrecy can mean a lot and asked where those funds are going.

Chasity made mention that there was a type of bullying behavior that Greg exhibited at the meeting stating that it seemed as though he was not going to answer anonymous questions or entertain them because they weren’t transparent.

~~Jason also mentioned that the response was inappropriate but explained that Greg didn’t specifically say that he wouldn’t answer the question, however he definitely went off after the anonymity of the question. Going forward, we would like to make sure anonymous questions can be asked.~~

# Notes regarding Recent Campus March

Chasity explained of an on-going situation where an administrative member of color here at the institution is being targeted and their role by a parent of a student but who is also affiliated with the Ottawa Impact group. This administrator is being targeted while engaging in their duties for the institution.

Brianna sent a WoodTV article to the group: [Marchers: GVSU needs more resources for Black students | WOODTV.com](https://www.woodtv.com/news/ottawa-county/marchers-gvsu-needs-more-resources-for-black-students/). They covered the students demonstrating, particularly mostly black students, but also all students of color.

Chasity and Stephen met with OMA and we as a university are not living up to our promises. From not having enough housing and requiring all freshmen to live on campus, to not retaining our students of color.

Takeelia mentioned that one of the things that’s not happening is that GVSU is not supporting the staff member while they’re doing their job. Takeelia posed the questions that if we as staff are in trouble, who’s going to have our backs? Takeelia also reminded the group to check in on your friends/family. We must take care of each other.

Brianna questioned if there are things we can do as a group to support this person.

Chasity will reach out and see what we can do to provide support this person.

# Notes regarding 2023 Committee Report

Chasity received a response from Provost Millie’s regarding this committees 2023 report. We need to remind ourselves of what the recommendations were going forward in this year’s report. Report due to Felix by April 19th and Anna would like some time to have feedback.

Anna recommended that we try a different approach rather than the lengthier report, we will be providing links to evidence rather than doing more of our own evidence discussion. ECS is really welcoming to different desires represented.

Josita asked if we should we add in any of David Winter’s recommendations.

Anna is open for meetings.

10am break out groups for 30 mins.

Chasity had to step out so Anna will be leading the debrief after breakout groups. Reminded the group of Trans Week of Visibility coming up, March 25-31 (Trans Day of Visibility is March 31st). See all events happening on campus: [Trans Week of Visibility 2024 - Milton E. Ford LGBT Resource Center - Grand Valley State University (gvsu.edu)](https://www.gvsu.edu/lgbtrc/trans-week-of-visibility-2024-232.htm)

Jen had to leave at 10am as well.

The last twenty minutes were spent conversing about the breakout groups and the different charges we are tasked with reviewing.

Next meeting is Tuesday April 2nd at 9am.