**Equity and Inclusion Committee**

**MINUTES**

Tuesday, April 2, 2024

9 am – 11 am

Zoom

1. Approval of the Agenda

(9:04 am)

* *Genevieve motioned to approve*
	+ *Anna seconded*
* *All approved by show of hands; no abstentions*
1. Approval of the [Minutes from 3/19/24 Meeting](https://docs.google.com/document/d/18Ie692fiFL2w_sqWCFu6wCxFOIqqVqIK/edit?usp=sharing&ouid=113157287671498060391&rtpof=true&sd=true)

(9:05 am)

* *Chasity was notetaker as Melissa would arrive late*
* *Minutes were amended per Jason’s request; no discussion ensued given Jason’s amendment*
* *Jason made the motion to approve the minutes as amended*
	+ *Genevieve seconded the motion*
* *Chasity neglected to ask for the vote*
1. Issues of Concern

(9:07 am)

* 1. Updates
		1. [Concerned Students Townhall](https://drive.google.com/file/d/1k8zyPt1Cjx4C0VXXQY6XWJGbmO_MUVTT/view?usp=sharing)
			1. **April 2nd at 6 pm in the Grand River Room-Kirkhof Center**
* *Chasity mentioned tonight’s Townhall and that a Listening Session was held March 28th; students organizing tonight’s event are requesting folks to wear all black in a show of solidarity*
* *Chasity reported that she attended the Listening Session with some students and that attendees were asked to take each demand and come up with solutions; it’s likely that some of that will make its way into tonight’s Townhall*
* *Josita asked a clarifying question about location and time*
* *Chasity asked for any comments regarding this issue*
	+ *Genevieve stated that she wished that she could attend but has KCON Dean search obligations*
		1. Halted CFA construction
* *Construction halted; Chasity shared out the comms from Jenny Hall-Jones regarding construction update*
* *Chasity asked Ed if he had insights re; next steps on this issue*
	+ *Ed stated not much as he only learned that 2 weeks ago that CFA was the “exciting new concept” coming to KC as the new dining option; he believes CFA will not ultimately be the new option,*
* *Chasity thanked everyone who completed the CCCs, highlighting the work that the LGBT FSA did in conjunction with the AP Social Justice Committee and other partners and faculty, staff, and students who raised their voices as well; this result should be a reminder to us all of our power when it comes to issues of concern, when people build coalition we see that we can make movement.*
1. [2023-2024 Charges](https://drive.google.com/file/d/14nPb_FhcujdDBNomwx3OmdgI2U6e_SGt/view?usp=sharing)

(9:14 am)

* 1. [Provost Mili’s response](https://drive.google.com/file/d/1MN_REEOvjML7cKELLnVn9o7eROWGGA7z/view?usp=sharing) to the EIC 2023 Report on Diversity of Faculty, Staff, and Students
	2. Final Report due to ECS/UAS by April 19th
		1. Continuing Charge Work Groups-[charge recommendations](https://docs.google.com/document/d/16H8nIPAMAu8fxrhV3C5FDigcdjYjoXAU-uzjqPn9NKc/edit?usp=sharing) for 30 minutes
			1. Charges 1 & 4
			2. Charges 2 & 6
			3. Charges 3 & 5
		2. Large group debrief for up to 30 minutes
		3. Continuing Charge Work Groups for up to 30 minutes
* *Chasity asked Anna to share some updates, insights regarding status of Year End Report*
	+ *Anna mentioned some of the conversation from last meeting about recommendations geared toward supporting the issues of concern raised by the Townhall and CFA coming to campus; shared the Google link to the report DRAFT in the chat; mentioned updating diversity numbers for faculty/staff and students*
		- *Anna also stated that the Charge Work Groups were asked to share anything specific or general that they thought the Report subcommittee should be focusing on.*
		- *Reports subcommittee surfaced questions like: Now that certain things are happening, do we want to modify that recommendation and maybe instead make a recommendation about proceeding with how that space should be filled or how future opportunities? How feedback should be sought or input should be sought from key stakeholders or from key campus groups when decisions like this are being made in the future”?*
	+ *Ed suggested getting data from Institutional Analysis (IA), to compare today with say 5 years ago or 10 years ago when it comes to how faculty/staff diversity has changed*
* *Discussion of SLT and what cultural competence and cultural training look like.*
	+ *Needing base learning/knowledge for leaders and employees*
* *Discussion of the need for accountability form SLT/leaders*
	+ *Tendency of doing something, not getting any input, not telling anyone about it, and then waiting for the response and waiting for the push back; need for VP for Finance and Budget to share with the GVSU community how this process unfolded, how we got to this point so that we do not ever repeat this failure*
* *Marelene spoke to the GVSU* [*8 employee competencies*](https://www.gvsu.edu/hro/gvsu-employee-core-competencies-1166.htm) *in particular the “fosters an inclusive and equitable community” and trainings to support it might revolve around Title 9, our ADA, a DEI 101.*
* *Discussion around working DEI commitments into faculty expectations, in Digital Measures, annual evaluation process, etc.; this an urgent need*
	+ *Libraries required to have a DEI goal in FWP, which is evaluated in annual review/reported in FWR and trickles down to tenure decision*
* *Jesse spoke to desire to have EIC’s advice and guidance on what more we can be doing as a university*
	+ *Chasity emphasized that part of EIC’s responsibilities is to work with and support, the efforts out of Inclusion and Equity and to provide that advice and conversation.*
* *Broke into groups to focus on the charges for 10 minutes then come back to large group for 10 min reporting out*
* *Some highlights from the report out*
	+ *For DEI framework, suggestion for a short survey to capture people’s reactions*
	+ *Gen Ed equity in learning should be addressed by a taskforce dedicated to reducing inequities in student learning outcomes; separate memo to ECS for this*
		- *Question regarding posting findings from GEC’s disparities in Gen Ed outcomes on EIC website; suggestion to get Griff’s input before doing so*
	+ *Increase membership of EIC*
1. Planning for 2024-2025

(10:46 am)

* 1. Please review the [EIC Succession Plan](https://docs.google.com/document/d/1U7P-FuFmM28CYMQAZfdFsNkNa3tE-Q7EEKtNT8qILEk/edit?usp=sharing) for discussion
		1. Subcommittee assignments
* Chasity asked for those who were re-elected and/or transitioning off EIC; some colleges’ election results have yet to be made known; some returning members will be on sabbatical in Fall 24
* Overview of succession plan process
	1. [Academic Impressions](https://www.academicimpressions.com/gvsu/)
1. Announcements

(10:54 am)

* 1. Next meeting Tuesday, April 16, 2024 at 9:00 am on zoom
	2. Publication of the Division of I&E’s [Inclusion and Equity Annual Report](https://t.e2ma.net/click/ctgwoo/sdb268jb/oedt0vc)
	3. Publication of the report “[Truths about DEI on College Campuses](https://drive.google.com/file/d/1Gyl04QJYIh7oRJE-Mg_ZfrOMcqpwU8cf/view?usp=sharing)”
	4. Additional?
1. Adjournment

(10:55 am)

| **Voting Members** | Attendance | **Ex-Officio Members** | Attendance |
| --- | --- | --- | --- |
| Alycia Laguardia-Lobianco (CLAS, W’24) | **P** | Ed Aboufadel (Sr. AVP Provost’s Office) | **P** |
| Anna White (Libraries W’25) | **P** | Jesse Bernal (VP I&E)/Marlene Kowalski-Braun (AVP I&E) | **P/P** |
| Brianna Chesser (CHP)Kerry Mahoney in for Bree | **P** | Mychal Coleman (AVP Human Resources) |  |
| Chasity Bailey-Fakhoury (CECI, W’24) | **P** | Takeelia Garrett (Student Ombuds/Dean of Students) |  |
| Craig Clay (PCEC, W’25) | **P** | Dana Munk (Pew FTLC) | **P** |
| Ezekiel Leo (SCB, W’24) | **P** | B. Donta Truss (VP Enrollment Development) |  |
| Genevieve Elrod(KCON, W’24) | **P** |  |  |
| Jason Cronkrite (AP Committee Representative) | **Present until 9:07 am** |  |  |
| Jennifer Marson-Reed (CECI, W’24) |  |  |  |
| Josita Maouene(CLAS, W’25) | **P** |  |  |
| Marisa Vredevoogd (APSS Union Representative) |  |  |  |
| Melissa Morison (CLAS) | **P** |  |  |
| Ramya Swayamprakash (BCOIS) |  |  |  |
| Steven Dorland (CLAS) | **P** |  |  |
| CHP SubstitutesSrihimaja Nandamudi |  |  |  |
| Paris Lawson (Student Senate Representative) |  |  |  |

