**Equity and Inclusion Committee**

**AGENDA**

Tuesday, October 17, 2023

9 am – 11 am

Zoom

<https://gvsu-edu.zoom.us/j/95700119584?pwd=YWZDNnI4R0lueXd3YXV2TU9sWWpuQT09>

Meeting ID: 957 0011 9584

Passcode: 865969

1. 9:02am: Introductions
   1. Community building
   2. ***Meeting called to order, Chasity leads introductions***
2. 9:37am: Approval of the Agenda
   1. ***Motion to approve agenda (Josita); seconded (Anna)***
3. 9:37am: Teach-In
   1. Proposal Reviews will take place virtually, from 12 pm -12:50 pm on three consecutive Thursdays: October 12, October 19, and October 26
      1. [Proposal review on October 12](https://gvsu-edu.zoom.us/j/99232816007?pwd=WFluZVdOdFlqd016QnB1QVNhc2dGdz09)
      2. [Proposal review on October 19](https://gvsu-edu.zoom.us/j/99545334953?pwd=ZGhrL1pISGd5QVN1RlhBSG55eXNQQT09)
      3. [Proposal review on October 26](https://gvsu-edu.zoom.us/j/99232816007?pwd=WFluZVdOdFlqd016QnB1QVNhc2dGdz09)
   2. Participate in the Teach-In
      1. Present a session, use this [proposal submission form](https://www.gvsu.edu/teach-in/cms-form-edit.htm?formId=D211E785-DF04-B22C-3DC7A9F7947DB515) link
      2. Serve as a host, volunteer form will be posted on October 19
   3. ***Chasity reminds the committee of the upcoming meetings to review Teach-in proposals; encourages us to submit a proposal and/or volunteer (volunteer form will be available after 10/19)***
   4. ***Josita explains the history of the EIC’s involvement with the Teach-in. Also notes that since the first proposal review meeting (10/12), a field explicitly asking how participants will be engaged in each session has been added to the submission form***
4. 9:42am: Committee Learnings from 2022-2023
   1. Subcommittee Updates
      1. Teach-in subcommittee
      2. Reports subcommittee
      3. Website subcommittee
   2. ***Review subcommittee work from last year and give updates***
      1. ***This year’s subcommittee chairs are Alycia (website), Anna (reports), and Genevieve (Teach-in)***
      2. ***Anna notes that we need more members on the reports subcommittee, explains the purpose of the reports (collect demographic info from the university, give a brief lit. review and offer charges), summarizes the focus of last year’s report (report on the impact of COVID on students, retaining faculty of color, especially Black and African American faculty); notes that the focus of this year’s report will be guided by the discussion of the EIC as a whole. Steven volunteers to join the subcommittee. Josita notes that last year’s report was well received.***
      3. ***Alycia summarizes the work of the website subcommittee from last year: organize website, especially the internal documents, and connect to other areas in the university that are doing DEI-AB work. Notes that the subcommittee would like to get feedback from EIC as a whole to guide the work for this year. Josita will be on the committee again this year.***
      4. ***Teach-in subcommittee needs at least another person to join; Jennifer will be on the committee again this year.***
      5. ***Melissa asks for a clarification on the relationship between the subcommittess and the charges for this year (agenda items 4 & 5); Alycia, Josita, and Anna clarify that rationale for subcommittee which formed last year (use the last hour of the EIC meeting to break off into subcommittee; subcommittee formed to distribute the workload, as the Teach-in is a fall event and the report is due in the winter, while the website work is ongoing). Dana and Chasity note that we can create a new subcommittee for one of the charges if needed. Ed clarifies that every committee does a mid-year report (this is not a new charge), which should be a brief summary of activity so far for the ECS.***

1. 10:03am: [2023-2024 Charges](https://drive.google.com/file/d/14nPb_FhcujdDBNomwx3OmdgI2U6e_SGt/view?usp=sharing)
   1. **DEI-AB Framework:** Review the university’s DEI-AB framework and make recommendations to ECS. Report to ECS on the rollout of the online DEI staff training module.
      1. ***New charge this year. Marlene gives some history and explanation for this charge: Review and revision of the university-wide strategic framework for inclusion and equity along with creating a new DEI-AB framework. Marlene states that she can give updates to EIC and remain open for feedback as the draft of DEI-AB progresses. Josita notes that Christine Rener has presented an earlier draft of DEI-AB to EIC and received feedback.***
      2. ***Chasity notes that we will plan to stay open to updates from Marlene so that EIC can weigh in.***
   2. **Equity in Service:** Review faculty service loads and make recommendations toward increased equity. Consider service loads by number of years at the university.
      1. ***Ed notes that the task force on faculty workload is likely not related to the EIC charge. The former had submitted something to ECS that has not been discussed. Ed also notes that the EIC charge is vague and we can ‘sharpen’ the goals of the charge and what we decide to report back (data, findings, recommendations, etc.).***
      2. ***Steven notes that this charge should involve the university making some changes committed to expanding what should count as service work especially with regard to certain student populations that need more support; Ed clarifies that the vagueness is with regard to how we can ‘review’ this charge.***
      3. ***Melissa notes that since there are a few bodies working on this, it could be useful for EIC to organize and focus the issue; Chasity notes that we need to understand the ‘big picture’ which includes learning how the task force (and others) are already discussing this issue in order to better identify EIC’s contribution. Melissa notes that what we should discuss this charge as a group, it may be useful to have one person take the lead on gathering this ‘big picture’ information.***
      4. ***Dana notes that there are different college which may have different standards for DEI-AB; Chasity agrees that it would be useful to have some insight into the different procedures within colleges.***
   3. **Systemic Racism:** Review recommendations made by other standing committees regarding teaching about systemic racism (GEC, FTLCAC) and make recommendations.
      1. ***Josita notes that we have a memo from last yearon this charge that was sent to ECS; Anna shares the draft from last year [though see point e below]***
      2. ***Steven: notes that there is a good reason to add data related to this topic so that there is uptake for our work; need to make sure we are making concrete recommendations even as they are ongoing***
   4. **ECS Reporting:** (a) Create a process to generate reporting to ECS about statistics regarding diversity on campus; (b) Report on the impact of COVID-19 (i.e., how the move to remote learning impact equity, inclusion, diversity, accessibility). SHORE Log #: 1166-2020.
      1. ***Anna highlights that this is the same wording from the charge last year—are they asking for the same things or is this an oversight? Chasity will ask Felix from ECS for clarification.***
   5. **Equity in Learning:** Review the data from the General Education learning outcomes assessment from the previous two cycles to determine whether they reveal demographic differences in student learning outcomes and make recommendations. SHORE Log #: 1184-2020.
      1. ***Anna notes that the draft she shared earlier [re: item 5.c.] is actually the draft for the Gen Ed review.***

* 1. **Accessibility Task Force Committee Recommendations:** Conclude a review of the recommendations of the UAS accessibility taskforce (review which recommendations have been implemented and which have not yet been implemented but should be) and forward any recommendations to ECS/UAS. SHORE Log #: 1009-2018.
     1. ***Josita: we’ve worked on this issue a number of times; Joel sent over recommendations to ECS last year.***
  2. **Optimum Membership/Faculty Representation:** Please review the standing responsibilities of your committee and while thinking about workload, determine the optimum and appropriate faculty membership/representation of your committee and make a recommendation.
     1. ***Ed notes that this is a new charge that every faculty governance committee is asked to do, especially when thinking of service and faculty/staff workload. Anna notes that we did talk about this a bit last year regarding adding a representative from the AP to conform to our bylaws; we touched base with them but never heard back last year***
     2. ***Josita: we are supposed to have rep from undergrad and grad student and don’t always have this (Ed notes that student government is rebuilding and lacking rep in ECS). Chasity will plan to reach out to AP and GSS on this matter.***
  3. **Mid-Year Report and Year-End Report:** In an effort to engage more faculty in our shared governance system, prepare a 1–2-page mid-year progress report at the end of the Fall semester to be disseminated to ECS/UAS and College Deans (a full report is expected as usual at the end of the year).
     1. ***Already addressed in previous discussion in 4.v.***

1. 10:37am: GVSU DEI Strategic Plan Update
   1. Marlene Kowalski-Braun
   2. ***Marlene already covered some of this with the background on the DEI-AB framework.***
2. 10:38am: Charting the Path for the Work Ahead
   1. Vision
   2. Fruition
   3. ***Chasity asks what the group would like to aspire to in the next year and in the coming year, noting the logistical point about the plenary and subcommittee parts of our meetings.***
   4. ***Genevieve: probably don’t need a full hour for the break out (at least for Teach-in)***
   5. ***Alycia: think about intentional goals lead discussions on individual charges so we can give actionable, concrete recommendations***
   6. ***Steven: think about how to get student perspectives rather than a general climate survey, and especially focusing on those student groups that need greater support***
   7. ***Marlene: agrees with Steven’s point, adds that they are doing some work to include students to update the DEI-AB framework—maybe the outcomes can be shared with EIC.***
   8. ***Josita: Add a focus on faculty development for DEI-AB; each department has been tasked with creating a faculty development plan for DEI-AB, and EIC can think about providing resources and education (especially anticipating faculty resistance)***
3. 10:50am: Announcements
   1. Next meeting Tuesday, Oct. 31st at 9:00 am
   2. Additional?
      1. ***Chasity: points to think about before our next meeting:***
         1. ***Information about how each college structures DEI-AB/anti-racism work***
         2. ***Examine the particular charges and decide our goals with regard to each***
         3. ***Think about the visions that some have offered and how we might start implementing them***
      2. ***Chasity will send out calendar invites for future meeting and would also like to plan one in-person meeting this semester.***
      3. ***Motion to adjourn (Anna); second (Genevieve)***
4. Adjournment

| **Voting Members** | Attendance | **Ex-Officio Members** | Attendance |
| --- | --- | --- | --- |
| Alycia Laguardia-Lobianco (CLAS, W’24) | X (recorder) | 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)** | X |
| Brianna Chesser (CHP) |  | Mychal Coleman  (AVP Human Resources) | X |
| Chasity Bailey-Fakhoury (CECI, W’24) | X | Takeelia Garrett (Student Ombuds/Dean of Students) | X |
| Craig Clay (PCEC, W’25) |  | Dana Munk (Pew FTLC) | X |
| Ezekiel Leo (SCB, W’24) | X | B. Donta Truss  (VP Enrollment Development) | X |
| Genevieve Elrod  (KCON, W’24) | X |  |  |
| Jennifer Marson-Reed  (CECI, W’24) |  |  |  |
| Josita Maouene  (CLAS, W’25) | X |  |  |
| Melissa Morison (CLAS) | X |  |  |
| Ramya Swayamprakash (BCOIS) | X |  |  |
| Steven Dorland (CLAS) | X |  |  |
| (GSA Representative) |  |  |  |