

Equity and Inclusion Committee

AGENDA (Draft)

Tuesday, October 31, 2023

9 am – 11 am

Zoom

<https://gvsu-edu.zoom.us/j/91501528669?pwd=RUIxNmRlS3FBQ3VJaTJ3dVJpQzI5UT09>

Meeting ID: 915 0152 8669

Passcode: 204698

1. Approval of the Agenda
2. Approval of the [Minutes from 10/17/23 Meeting](#)
 - a. Notetaking to follow alpha order using first names
 - i. Anna for 10/31
3. Teach-In
 - a. Participate in the Teach-In
 - i. Serve as a host, [volunteer form](#) is available
4. How DEI/anti-racism work is Structured in Each College
 - a. Sharing from each respective member
 - i. Structure
 - ii. Stage/level of development
5. [2023-2024 Charges](#)
 - a. Updates to charges #4 and #6
 - i. **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. Modified: **Generate annual reporting to ECS about statistics regarding diversity on campus.**
 - ii. **6: 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. Mark as completed; Delete
 - b. Executing the Charges
 - i. Defining/sharpening/goal setting for each to concretize/make actionable
 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.
 2. **Equity in Service:** Review faculty service loads and make recommendations toward increased equity. Consider service loads by number of years at the university.

3. **Systemic Racism:** Review recommendations made by other standing committees regarding teaching about systemic racism (GEC, FTLCAC) and make recommendations.
4. **ECS Reporting:** Generate annual reporting to ECS about statistics regarding diversity on campus.
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.
6. **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.
7. **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).

6. Charting the Path for the Work Ahead

a. Vision

- i. Goals→Discussion→Action, concrete recommendations (Alycia)
- ii. Centering/incorporating the student perspective beyond the myGV Climate Survey aggregate results; need qualitative data, esp. for students needing more support (Steven)
- iii. Faculty development for DEI learning; planning for and mitigating faculty resistance (Josita)
- iv. Others?

b. Fruition

7. Subcommittee Updates

- a. Teach-in subcommittee, Genevieve
- b. Reports subcommittee, Anna
- c. Website subcommittee, Alycia

8. Announcements

- a. Next meeting Tuesday, Nov. 14th at 9:00 am
- b. Additional?

9. Adjournment

Voting Members	Attendance	Ex-Officio Members	Attendance
Alycia Laguardia-Lobianco (CLAS, W'24)		Ed Aboufadel (Sr. AVP Provost's Office)	
Anna White (Libraries W'25)		Jesse Bernal (VP I&E)/Marlene Kowalski-Braun (AVP I&E)	
Brianna Chesser (CHP)		Mychal Coleman (AVP Human Resources)	

<u>Voting Members</u>	<u>Attendance</u>	<u>Ex-Officio Members</u>	<u>Attendance</u>
Chasity Bailey-Fakhoury (CECI, W'24)		Takeelia Garrett (Student Ombuds/Dean of Students)	
Craig Clay (PCEC, W'25)		Dana Munk (Pew FTLC)	
Ezekiel Leo (SCB, W'24)		B. Donta Truss (VP Enrollment Development)	
Genevieve Elrod (KCON, W'24)			
Jennifer Marson-Reed (CECI, W'24)			
Josita Maouene (CLAS, W'25)			
Melissa Morison (CLAS)			
Ramya Swayamprakash (BCOIS)			
Steven Dorland (CLAS) (GSA Representative)			