**Equity and Inclusion Committee**

**AGENDA** (Draft)

Tuesday, November 14, 2023

9 am – 11 am

Zoom

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

Meeting ID: 915 0152 8669

Passcode: 204698

1. Approval of the Agenda
2. Approval of the [Minutes from 10/31/23 Meeting](https://docs.google.com/document/d/1EXuYK7Pq2XK3zX2UN24xqddYNpp5_2J9/edit?usp=sharing&ouid=113157287671498060391&rtpof=true&sd=true)
   1. Notetaking to follow alpha order using first names
      1. Chasity for 11/14
3. Celebrating the Teach-In
4. Subcommittees
   1. Updates and membership
      1. Teach-in subcommittee, Genevieve
      2. Reports subcommittee, Anna
      3. Website subcommittee, Alycia
5. Re-visiting How DEI/anti-racism Work is Structured in Each College
   1. SCB, BCOIS, PCEC, & CHP
      1. Structure
      2. Stage/level of development
6. [2023-2024 Charges](https://drive.google.com/file/d/14nPb_FhcujdDBNomwx3OmdgI2U6e_SGt/view?usp=sharing)
   1. Executing the Charges
      1. Using Jamboard to continue to define/sharpen/goal set for each charge to concretize/make actionable
      2. Recommendations to the whole
         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).
7. Charting the Path for the Work Ahead
   1. Vision
      1. Goals🡪Discussion🡪Action, concrete recommendations (Alycia)
      2. Centering/incorporating the student perspective beyond the myGV Climate Survey aggregate results; need qualitative data, esp. for students needing more support (Steven)
      3. Faculty development for DEI learning; planning for and mitigating faculty resistance (Josita)
      4. Others?
   2. Fruition
8. Announcements
   1. Next meeting Tuesday, Nov. 28th at 9:00 am
   2. 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) |  |
| 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) |  |  |  |
| Quincy Williams (AP Committee Representative) |  |  |  |
| Paris Lawson (Student Senate Representative) |  |  |  |