**Equity and Inclusion Committee**

**MINUTES**

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. **9:08 AM** Approval of the Agenda
   1. Motion to approve the Agenda (Anna); second (Jen)
      1. Yays have it
2. **9:09 AM** 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
   2. Motion to approve the Minutes (Jen); second (Steven)
      1. Yays have it
3. **9:11 AM** Celebrating the Teach-In
   1. Some tech issues with hybrid options; great to be in space with students and faculty as co-learners
   2. Steven hosted a session on AI; Jen states we should have conversations with students about the use of AI, these are informative & helpful; Josita shared all writing faculty include a blurb in their syllabi about use of ChatGPT and she provided the blurb that UWC utilizes; Melissa thinks these conversations with students could occur in SSN with 1st years/SWS classes, wonder what OSCCR is doing; Ramya shared that Digital Studies faculty are addressing AI/ChatGPT; there’s too much ambiguity w/ use of AI/ChatGPT
      1. Possibly invite Ben Witt to a EIC meeting to talk about what OSCCR is doing with cases that involve ChatGPT
4. **9:33 AM** Subcommittees
   1. Updates and membership
      1. Teach-in subcommittee, Genevieve
         1. Folded into #3 above
         2. EIC members can roll into Repots subcommittee for Winter, if they would like to
      2. Reports subcommittee, Anna
         1. Steven & Anna are members
      3. Website subcommittee, Alycia
         1. Want to add/link to college DEI-AB frameworks to the website
5. **9:38 AM** Re-visiting How DEI/anti-racism Work is Structured in Each College
   1. SCB, BCOIS, PCEC, & CHP
      1. Structure
         1. SCB-DEI work scattered throughout SCB (e.g., HBCU articulation agreements for graduate programs, hiring process w/DEI initiatives and dedicated KPIs, etc.); embedded in existing strategic teams; track the number of minoritized faculty members as well as students
         2. BCOIS-A taskforce worked this past summer & this fall and administered a questionnaire to faculty, results haven’t been seen yet; no decolonizing work being done in BCOIS that Ramya is aware; the taskforce has plans to do something over the winter semester
         3. PCEC-no rep present
         4. CHP-no rep present
      2. Stage/level of development
         1. SCB-Developing
         2. BCOIS-Nascent
         3. PCEC-?
         4. CHP-?
6. **9:45 AM** [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. **10:28 AM** 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.
            1. Recommendation: EIC read the GVSU DEI-AB framework for: clarity in examples; focus on aspirational nature, not a current status
            2. Each member seeks out feedback on the DEI training module from their college/department and reports back to the committee.
         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. Recommendation: Examine COACHE survey results from winter 2024 deployment; results available September 2024

Will the survey ask demographic questions so as to disaggregate by race/ethnicity, gender identity, length of service, rank, discipline, etc.

Be mindful of “Discretionary effort”

* + - 1. **Systemic Racism**: Review recommendations made by other standing committees regarding teaching about systemic racism (GEC, FTLCAC) and make recommendations.
         1. Recommendation: Talk to FTLC/Gen Ed to determine what, if anything has been done to communicate to faculty/support faculty in teaching the updated SLO

Invite Griff to EIC meeting to discuss new US Diversity SLO on systemic racism

Griff is on sabbatical; Chris Haven is the stand-in

* + - 1. **ECS Reporting**: Generate annual reporting to ECS about statistics regarding diversity on campus.
         1. Recommendation: This year’s report should focus on the distance between student lived experience & aspirational goals relative to DEI efforts/initiatives
         2. Recommendation: Reports committee to seek feedback and input from EIC committee as a whole for report topics and on drafts
         3. Recommendation: Reports committee seek out raw climate survey data to report on disaggregated student perceptions/outcomes and/or reports committee conducts focus groups with particular student groups to collect perception/experience

Can I&E provide raw data? VP Bernal

Connect with OMA for student input/focus groups

AVP Alisha Davis

Need to revitalize the myGVSU climate survey campaign to increase participation

* + - 1. **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. Recommendation: Follow up with GEC to ask what they have done so far (e.g. do they have existing recommendations? Do they have a plan to address these demo. differences?)**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.
         2. Will discuss this further once the COACHE data is known in September 2024
      2. **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. **10:47 AM** 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
2. **10:50 AM** Announcements
   1. Next meeting Tuesday, Nov. 28th at 9:00 am
   2. Additional?
3. **10:51 AM** Adjournment

| **Voting Members** | Attendance | **Ex-Officio Members** | Attendance |
| --- | --- | --- | --- |
| Alycia Laguardia-Lobianco (CLAS, W’24) | **P** | Ed Aboufadel  (Sr. AVP Provost’s Office) |  |
| Anna White (Libraries W’25) | **P** | 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) | **P** | Takeelia Garrett (Student Ombuds/Dean of Students) | **P** |
| Craig Clay (PCEC, W’25) |  | Dana Munk (Pew FTLC) | **P** |
| Ezekiel Leo (SCB, W’24) | **P** | B. Donta Truss  (VP Enrollment Development) |  |
| Genevieve Elrod  (KCON, W’24) | **P** |  |  |
| Jennifer Marson-Reed  (CECI, W’24) | **P** |  |  |
| Josita Maouene  (CLAS, W’25) | **P** |  |  |
| Melissa Morison (CLAS) | **P** |  |  |
| Ramya Swayamprakash (BCOIS) | **P** |  |  |
| Steven Dorland (CLAS) | **P** |  |  |
| Quincy Williams (AP Committee Representative) |  |  |  |
| Paris Lawson (Student Senate Representative) |  |  |  |