**Equity and Inclusion Committee**

**Meeting Notes**

Tuesday, November 28, 2023

9 am – 11 am

New member Introduction:   
  
Sri Nandamudi, faculty member in College of Health Professions, joining until 2024  
Paris Lawson, undergraduate student, VP diversity affairs for Student Senate  
Jason Cronkrite, represents AP exec committee  
Marisa Vredevoogd, APSS Union Representative

1. Approval of the Agenda

Motion to approve: Anna White  
Second: Genevieve Elrod

all approved

1. Approval of the [Minutes from 11/14/23 Meeting](https://docs.google.com/document/d/1erLVt9QJs46E-DU3ZSLlfpiCfV3vQRq3/edit?usp=sharing&ouid=113157287671498060391&rtpof=true&sd=true)  
   Motion to approve: Jen Marson-Reed  
   Second: Anna White  
   all approved
2. General Education Committee

Dana Munk: in the memo from GenEd, Senate have gone through and approved the issues. Subsequent conversations about faculty development about systemic racism, put on hold until the person in charge (Griff?) returned from sabbatical. In addition, the data provided is not just about GenEd and should be investigated. No formal conversation but the Provost’s Office might be taking a look at it.   
  
Ed Aboufadel provided document: Item 6B GEC memo, indicating that it is from Winter 2022

* 1. Charge #3-Systemic racism discussion
  2. Charge #5-Equity in learning discussion

1. EIC Synchronous Review of the EIC Website
   1. <https://www.gvsu.edu/eic/>   
        
      Josita Maouene-Cavin introduced the website and pointed out the changes, including updating names and checking all links are working.  
      Chasity Bailey-Fakhoury: inviting others to check the website, wondering if we should have a standing link to the newsletter and where on the website.   
      Takeelia Garrett: the offices are now under student affairs, Josita will update the website to reflect the re-organization.   
      Genevieve Elrod: maybe we should make the website a bit more dynamic so viewers do not think there is no ongoing activities.  
      Alycia LaGuardia-LoBianco: we have been talking about adding the DEI-AB framework from each college and wondering where to put on the website.
2. [2023-2024 Charges](https://drive.google.com/file/d/14nPb_FhcujdDBNomwx3OmdgI2U6e_SGt/view?usp=sharing)
   1. Finalizing the recommendations (from the [Jamboard](https://jamboard.google.com/d/1MzU-XiP0JVwriFRKtZhdNMOGQ9cHkEX5HDViVvokt1s/edit?usp=sharing))
      1. Identifying the goal(s) for each recommendation
      2. Crafting the action plan
   2. Adopting the recommendations

Chasity Bailey-Fakhoury: the above hyperlink leads to the new charges, and the Jamboard is linked as well. We should discuss the outcomes we expect from the discussion on the charges and formulate action plans.

Splitting up into 3 rooms to discuss. Please designate notetaker to report the discussion from each room.

Reports from each breakout room  
- Room1: recommend the group to give feedback on the DEI-AB framework in the January meeting; ask each member to review what is happening with each college for the DEI training module, report in the February meeting; Asking Jesse Bernal (VP diversity) to join us to discuss climate survey and invite students to discuss their experience with the climate survey. Perhaps we can ask Paris Lawson through Student Senate to connect with students for the idea of having a student focus group on the climate survey.

Read the [university DEI-AB framework](https://www.gvsu.edu/provost/diversity-equity-inclusion-accessibility-and-belonging-dei-ab-279.htm)

* Room2: equity in service should reflect the results of the COAH survey to look at the cross-sectionality of faculty members, Melissa Morison suggests more discussion is needed, especially on the definition for the equity in service. Service is complicated and has a lot of moving parts; we need more time to think what equity in service means. Chasity suggests meeting in person in January meeting to further discuss equity in service.
* Room3: Charge 3: SLO on systemic racism, so we need to know what GenEd and FTLC are doing with this SLO, we need to know what have been done to recommend resources. We suggest to invite Griff and Christine to discuss what they have done. Charge 5: suggest to look at broader trend, not just limited to GenEd to look at the demographic gap in general. Need better idea of what has been done by other campus units to come up with better recommendations.

1. Other Actions for 2023-2024
   1. Centering/incorporating the student perspective beyond the myGV Climate Survey aggregate results; need qualitative data, esp. for students needing more support (Steven)
      1. Idea generation  
           
         Steven Dorland: curious how much student inputs went into the discussion.   
         Sri Nandamudi: collecting information from student ombuds
   2. Faculty development for DEI learning; planning for and mitigating faculty resistance (Josita)
      1. Idea generation   
           
         Josita Maouene-Cavin: trying a couple of things, interested in seeing what people are doing to mitigate resistance; implementing world café to help us communicate better, but no idea how it is going to work in academia. Or develop a menu of training choices about what to be trained on. One criticism is that the training is not evidence based. Alycia LaGuardia-LoBianco comments on what kind of evidence is being valued and suggests that there might be a variety of evidence, including lived experiences. Melissa Morison suggests autoethnography, too.
2. Subcommittees
   1. Updates and membership
      1. Reports subcommittee, Anna

Anna White: Steven and Sri indicate interests to work on the report. To discuss climate survey and seek out student feedback. That is the current plan, should have more concrete results to discuss next semester.

* + 1. Website subcommittee, Alycia   
         
       Alycia: seeking feedback from committee for the website.

Teach in (not in the original agenda item)  
Genevieve Elrod: teach-in was successful, but the number hovers around 1100. Need suggestions for ideas to make it more successful to further increase the number.

1. Announcements
   1. Next meeting Tuesday, January 9, 2024 at 9:00 am   
        
      Chasity: trying to meet in person. Already two big agenda items for that meeting.
   2. Additional?  
      Steven Dorland: pleased to see lots of actions and passion in the committee. Chasity is doing a great job.  
        
      Chasity asked for insights from new member.
2. Adjournment

| **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) |  |
| Chasity Bailey-Fakhoury (CECI, W’24) | **P** | Mychal Coleman  (AVP Human Resources) |  |
| Craig Clay (PCEC, W’25) |  | Takeelia Garrett (Student Ombuds/Dean of Students) | **P** |
| Ezekiel Leo (SCB, W’24) | **P** | Dana Munk (Pew FTLC) | **P** |
| Genevieve Elrod  (KCON, W’24) | **P** | B. Donta Truss  (VP Enrollment Development) |  |
| Jason Cronkrite (AP Committee Representative) | **P** |  |  |
| Jennifer Marson-Reed  (CECI, W’24) | **P** |  |  |
| Josita Maouene  (CLAS, W’25) | **P** |  |  |
| Marisa Vredevoogd (APSS Union Representative) | **P** |  |  |
| Melissa Morison (CLAS) | **P** |  |  |
| Ramya Swayamprakash (BCOIS) |  |  |  |
| Steven Dorland (CLAS) | **P** |  |  |
| CHP Substitutes  (Molly Paulson-Nov;  Srihimaja Nandamudi-Jan/Feb;  Kerry Mohney-March/April) | **P** |  |  |
| Paris Lawson (Student Senate Representative) | **P** |  |  |