Equity And Inclusion Committee

Draft Agenda: **October 4, 2022, 9:00AM – 11:00AM**  
Join Zoom Meeting:  
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<https://gvsu-edu.zoom.us/j/95691758900?pwd=RzdYKzhEemR6K3RMZnpQTGNId3MwZz09>

Meeting ID: 956 9175 8900

Passcode: 849496

**Chair: Joel Wendland-Liu**

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| **Voting Members** | Attendance |  | Attendance |
| Elizabeth Arnold (CLAS, W2023) | x | Jiyeon Suh (CLAS W2025) | x |
| Craig Clay (Padnos, W2025) | x | Anna White (Libraries W 2025) | x |
| Alisha Davis (CHP, W2023) | x | **Ex-Officio Members** |  |
| Genevieve Elrod (KCON, W2024) | x | Ed Aboufadel (AVP Provost’s Office) | x |
| Daisy Fredericks (CoE, W2024) | x | B. Donta Truss (VP Enrollment Development |  |
| Alycia Laguardia-Lobianco (CLAS, W 2024) | x | Takeelia Garrett (Student Ombuds/Dean of Students) | x |
| Josita Maouene, co-chair (CLAS, W2025) | x | Jesse Bernal/Marlene Kowalski-Braun (AVP I&E) | x |
| Jennifer Marson-Reed (CCPS, W 2024) | x | Dana Munk (Pew FTLC): | x |
| Jennifer Pope (SCB, W2024) | x | Mychal Coleman/designee (AVP Human Resources) | x |
| (Student senate): TBD | Not present at this meeting but a member has been located. | Semogano, Masego (GSA rep) | x |

Announcements:

1. Minutes of meeting: Jiyeon Suh
2. Report on subcommittee election: Anna White will chair the reports subcommittee.
3. November teach-in is coming: submit ideas for sessions: <https://www.gvsu.edu/teach-in/>

Agenda:

1. Approval of the agenda.

Approved 9:06 AM

1. Approval of the minutes from the Sept. 20, 2022 meeting.

Approved 9:06 AM

Ed makes request whether the committee can hear the feedback on Diversity Report from UAS during the meeting today.

Chair makes motion to revise agenda to go over the feedback after item III. Approved.

1. Climate survey. Jesse. Discussion.

Jesse presents overview of 2022 Climate Survey located in <https://www.gvsu.edu/mygvsu/>.

A few notable reading/interpretation of data pointed out by Jesse on HEDS High-Level Report:

* Comparing GVSU data with all 4-year public institutions data, with all participating institutions data, numbers seem to indicate GVSU respondents are less positive on both perception and experience of discrimination, but not yet statistically significant.
* Data seem to indicate less GVSU respondents are comfortable sharing their views on Diversity and Equity.
* Data seem to indicate more GVSU respondents had experienced Discrimination/Harassment. Demographic details (who is experiencing it) indicate students are the leading group in this data.

GVSU members can download HEDS survey and Comparison Report spreadsheet which contains more detailed description and statistics values of the data.

Extra data collected since 2011 just for GVSU community on how comfortable members are with the institutional climate at GVSU shows the increasing trend in the number of negative (not comfortable with campus climate) response. This survey asks various questions such as any observance of discriminating behavior in hiring practice or sense of belonging, etc. There is a focus group who are analyzing the survey results to help the I&E to understand data more to lead to action plan. Currently I&E are working to include/strengthen open ended questions as a way to acquire qualitative data. Survey data and its analysis are actively shared among different colleges and departments to collect feedbacks. Jesse’s overview concludes at 9:26 AM.

Chair opens the floor for member discussion.

Jennifer points out a notable data regarding the comparison of response according to Religion identity, starting with the way the religion identities classified, e.g. Christianity being singled out specifically while other religions appear as “Other religious affiliation”.

Jesse answers that the focus group has representatives from all religious groups and that they are working various aspects of the survey.

Joel points out two notables: 1. Some discrepancy between perception and experience data, 2. More diversely populated unit showing greater dissatisfaction. And then asks what this means on the office of I&E in this endeavor of climate survey.

Jesse answers that it is not surprising to him considering GVSU being historically white and that it is similar to overall data (may mean all the institutions data trend). He mentions his guessing that faculty staff affinity group need to hear directly from community members, and mentions critical mass theory as another reason why he finds the data as somewhat natural. He wishes that more qualitative data may shed more light and help us to understand what data indicates.

A member points out an interesting data shown page 9 of the Report that while 74% says they are generally satisfied with Campus Climate(same 74% for all participating institutions), only 49 % says so for others (which is lower than 52% at all participating institutions). Jesse states that he is puzzled with that data which is the opposite of other compared groups and hopes that more qualitative data may shed light on this question.

Discussion on Climate Survey concludes at 9:34 AM.

III.5 Ed delivers the UAS’s following feedback on W2021 Diversity Report from EIC.

* A request of longitudinal data included in future report
* Regarding a demographic data appearing at the end of page3 of the report: UAS asks whether the EIC committee (or GVSU?) “can be more aspirational here”, what is our aspirational goal as a university?

Chair opens the floor for questions/discussions on this.

Jennifer Q to Ed: What do you mean by “aspiration” from us (EIC)? What is it UAS want from us? Asking for clarification.

Ed answers first that he is just passing the feedback here but his interpretation is that what can EIC do more on improving the demographic number.

Felix clarifies by saying that UAS rely on EIC on leadership on the matter and making some of the recommendations (on the report) more specific.

Jennifer: We need to recommend more specifically to hire more women.

Elizabeth: I’ll be more specific than that with recommendation of 5% increase in TT rather than increase in adjunct faculty number who doesn’t have service duty.

Josita: Would adjunct faculty like to have more service/involvement? Is this something we can consider?

Dana: The narrative is coming from the experience of TT. We need more diverse TT.

Joel: UAS’s feedback on our report is appreciated. My personal view is that adjunct faculty are tend to be paid less and all that limitations. I agree on Elizabeth’s general suggestion on promoting the increase in diversity of TT.

Discussion on UAS’s feedback concludes at 9:46 AM.

1. Teach-in. Karen Gipson. Karen gave the overview with reminder on the proposal due date being 10/10/2022 and the actual events at 11/9 and 11/10, and we are to encourage everyone’s participation.

Elizabeth explained the details of different locations (three locations in downtown campus). Marlene expressed thanks to Karen’s dedication and hard work for Teach-in, that this is 10th year of Teach-in and its significance as voice of the community through difficult conversation. She shared the new feature this year on panel discussions (first day 10:45 AM on activism and then on reflection and action on second day).

Elizabeth adds that Teach-in subcommittee will be meeting to work on the proposal approval. Elizabeth expects and aspires that EIC will advocate and promote Teach-in to become one of the key events at GVSU like Student Scholar Day in Winter.

Marlene and Karen clarifies that the recruitment for moderator of the event will be coming after the approval of proposals are concluded.

1. Accessibility report review. Joel. Discussion.

Joel reminds the committee that this report was to be examined last year and that the work of updating it is in progress. He shared the portions on DSR/online accessibility to be reviewed and opened the floor for further discussion start with whether we need to look into this matter.

Joel shares his experience of trying to make “green clock thing” in BB and that some of us don’t know how to make that accessibility standard.

Josita shares her concern on capacity/safety of a classroom at AuSable building and wish for proper assessment whether the facility is meeting the accessibility criteria.

Ed tells Josita to ask facility planning department about that and find out more.

Jennifer shares her experience of receiving much too short notice (from DSR) on the need to provide subtitles on video contents to accommodate a student 1 week prior of the start of the semester, and not getting any support/help from DSR on that. This is an example of DSR not being able to support faculty on providing accessibility for students.

More discussion on this continued and members arriving at the agreement on the need to make recommendation on more support on faculty training on various accessibility issues desired.

Joel leads members’ attention toward following two other highlights in recommendations:

* We recommend that UAS formally request of Inclusion and Equity that representation on the ADA advisory Board and Testing Taskforce and any future taskforces should be sought from not only content experts, but also elected representatives of faculty and staff employees.
* We recommend that HR add to current procedures the provision of information to individuals who are requesting short or long term disability about the availability of DSR services. This information should be provided at the time of the request

Some brief discussion on recalling certain focus group on this 2 years ago, and question of whether we need to share the information on disability with HR or not.

Joel proposes that he will work with units and departments to get additional info on these two items and report the finding back to EIC in a few weeks.

Ed recommends contacting Kathleen VanderVeen (ADA Advisory Committee) to find possibly newer report.

Jennifer says that it is a great idea to check ADA and should coordinate the effort with them.

Joel thinks it all good and expect to be able to update on what to do as he checks with ADA, and concludes the discussion on this at 10:17 AM.

1. Network of advisors’ report: Alisha (if needed). Please review this link:  <https://www.gvsu.edu/inclusion/charge-for-racial-equity-inclusion-163.htm>
2. Subcommittee reports.

* Josita on Website – We wish to work on one page and will be deciding which page to work on today. Contacted someone and learned to make module similar to the ones in Lanthorn page on diversity. Will look into Q-code today.
* Elizabeth on Teach-in – discussed and shared already earlier in the discussion
* Anna on Report – Will use last year’s report as an example, began talking about matters relevant to COVID and its impact on the community, will continue the discussion.

1. Subcommittee breakouts. At 10:21 AM
2. Announcement:
   1. Next meeting: Oct. 18, 2022: zoom link in outlook
   2. Other announcements
   3. Good and welfare
3. Adjourn

Committees adjourn from their break-out rooms approximately 10:50 AM.

Meeting Documents to review (in Blackboard in the “September 2022 Documents” file):

* Accessibility report (2017)
* Teach-in information