Equity And Inclusion Committee

Draft Agenda: **October 18, 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) |  |
| (Student senate): TBD |  | Semogano, Masego (GSA rep) | X |

Announcements:

1. Minutes of meeting: Jennifer Marson (Jennifer Pope is out of the country)
2. November teach-in is coming: submit ideas for sessions: <https://www.gvsu.edu/teach-in/>

Agenda:

1. Approval of the agenda.

Agenda approved 9:04

1. Approval of the minutes from the Oct. 04, 2022 meeting.

Minutes approved 9:05

1. Report on ECS action: memo on documenting relationships with DEI and FTLC. (Memo attached). Joel.

Will work on putting more on website and talking to other committees to work together because of other work may have information on inclusive practices

Ed: ECS was not sure if EIC was making a concrete proposal—Joel: proposal is that when other committees work on this they will include inclusive practices when dealing with personnel.

ED suggests we be a little more directive in recommendations

1. Teach-in review. Liz/Karen/Marlene.

Karen has most up to date information

Karen sent spread sheet of proposals to date to subcommittee and Joel

Subcommittee meet last week and reviewed proposals and reaching out to other people to recruit more proposals got three more that are good about 33 in total

Spreadsheet is color coded, green to go, yellow for revises that are good and orange for needs another look. Can proceed today however you would like.

Can we extend deadline for another week?

Two options—except more proposals and should we look at the today or have the subcommittee have one more meeting to review new ones

Need session hosts for sessions now.- Joel asked for schedule for this will come out

Decision to review the remaining six that need to be reviewed as a large group

Liz proposed planning committee reviews in additional proposals—absolute deadline next Tuesday.

Reviewed:

A Case of Environmental Injustice in the Southeast Community of Grand Rapids- good proposal but will request more information about audience participation, request some examples of what environmental injustice is. Conditional approved

The crown I wear: Recommend description of what the crown act is in the description—Takeella stated she was trying to keep description short

Economic Inequality in Kenya in Comparison with the US: good only change is to description to roundtable in the description- we will do it

The Linguistic Discrimination and Bias Against African American English in the Classroom—seems to be targeted to teachers – would like them to expand the audience—Joel- slight wording change to make the description more inclusive

Sex Ed: What is taught in the classroom and what is taught outside the classroom; Liz says the revision addressed the concerns. approved

1. Initiating a conversation about faculty workload equity. Joel.

**Charge #6. Equity in Faculty Service Loads:** Review faculty service loads and make recommendations toward increased equity. Consider service loads by number of years at the University.

[S.G.3.01.F](https://www.gvsu.edu/policies/policy.htm?policyId=3E8C40FE-93EA-68B8-152BC2EA429CD468&search=)

“Faculty members are expected to undertake increasingly responsible service work over the course of their university careers. It is also expected that untenured faculty members will concentrate on developing competence in teaching or professional effectiveness and scholarship and that the amount of expected service will be adjusted accordingly. Normally, service is not a compensated activity; exceptions to this must be approved by the Dean of the College.”

Joel: want to talk about how to move forward—link above is to faculty handbook—service levels are supposed to increase the more years you are here, phrasing is deliberately vague and issues about compensation.

What does increasing responsible service work mean? Ed suggested it is contextual or situational –issues of equity between colleagues and across the university Dana: seems to mean it will be more and more and more –keep burning people out on the wheel.

i.e. some senior faculty may not be good at leadership or wants to focus on research are there other types of leadership other than being chair or GDP or something.

Jennifer: Graduate faculty are feeling overloaded

Dana: Good idea to get each colleges’ service requirements – conversations from network of advisors – some of our documents do not cover all of the service requirements—service is important for new faculty to understand how the univ works, concern about checkboxes

Anna: language of library the scope of service will change throughout the years. Language should focus more on what is required of the untenured to protect them. Why should the goal be a chair of a committee when strengths are elsewhere? We could be pushing people to fail. Outdated model.

Josita- her department untenured are asked to do some events, but no more untenured –but the new tenured are saying they are doing the events—women are asked to do more service –full professors men tend to peruse their scholarship not equitable. –younger need to be supported by older.

Jeiyung- trying to understand what service is for us and not the other way around. Presure to meet the quota—reliance on chairs and not documents—not everyone is cut out for certain things.

Joel- comes from small department- smaller colleges more positive attitude towards service, create a checklist that is smaller for untenured and no service for affiliates but it comes do to the chair that has to fill spots. Affiliates sometimes feel pressure to take on service because they want to advance their career.

Genevieve affiliates get workload credit for service in KNON

Jen M. each college is different –hard to have equity until discussion of equity at university level.

How to proceed? Look at requirements across colleges or look at handbook or wait for Ed to come back

Joel: have conversation with Ed to look at the language and see how it can be better stated. Think about ways how to incorporate what increasing responsibility and how do we ask junior faculty balances teaching research and learning about how the college works.

Anna; colleges can require more than the faculty handbook but not less.

Jennifer: will see if graduate council will share their findings from the graduate workload survey

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

Alisha has to go so no new information

1. Subcommittee reports.

Liz- good with report

Josita- reviewed every page, Daisy developed a road map on what changes need to be made, today look at first page

Anna- just looking at some documents

1. Subcommittee breakouts.
2. Announcement:
   1. Next meeting: Nov 1st, 2022: zoom link in outlook
   2. Other announcements
   3. Good and welfare
   4. New Business
   5. Agenda for next week—discussion on what we share and how to our colleges
   6. Math department has diversity committee can the information from this committee to that committee—Joel—important for them to know we are having the conversation at university level committees—faculty governance is aware of these issues
   7. Idea to create a box for information to share in the minutes
3. Adjourn

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

* Accessibility report (2017)
* Teach-in information