# Equity And Inclusion Committee

Final Agenda: **Nov. 1, 2022, 9:00AM – 11:00AM**  
Join Zoom Meeting:

<https://gvsu-edu.zoom.us/j/95691758900?pwd=RzdYKzhEemR6K3RMZnpQTGNId3MwZz09>

Meeting ID: 956 9175 8900

Passcode: 849496

**Chair: Joel Wendland-Liu**

## Membership:

| **Voting Members** | Attendance |  | Attendance |
| --- | --- | --- | --- |
| Elizabeth Arnold (CLAS, W2023) | x | Jiyeon Suh (CLAS W2025) | x |
| Craig Clay (Padnos, W2025) |  | Anna White (Libraries W 2025) | x |
| Alisha Davis (CHP, W2023) | x | **Ex-Officio Members** |  |
| Genevieve Elrod (KCON, W2024) |  | Ed Aboufadel (AVP Provost’s Office) |  |
| 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) |  |
| Josita Maouene, co-chair (CLAS, W2025) | x | Jesse Bernal/Marlene Kowalski-Braun (AVP I&E) |  |
| Jennifer Marson-Reed (CCPS, W 2024) | x | Dana Munk (Pew FTLC): |  |
| Jennifer Pope (SCB, W2024) | x | Mychal Coleman/designee (AVP Human Resources) | x |
| (Student senate): TBD |  | Semogano, Masego (GSA rep) |  |

## Announcements:

1. Minutes of meeting: Jennifer Marson
2. November teach-in is coming: volunteer to moderate sessions: <https://www.gvsu.edu/teach-in/>

## Agenda:

1. Approval of the agenda.
   1. J. Pope approved. Daisy second.
2. Approval of the minutes from the Oct. 18, 2022 meeting.
   1. Anna approved. Alisha second
3. Teach-in updates. Liz.
   1. Joel. Scheduling discussion. Schedule present. Marlene: 36 sessions; Native American advisory and President intro. 2 plenary sessions. To open, plenary on activism. To close, plenary about applying what learned at Teach In. Thanks to Liz for her hard work. No additional questions or comments.
4. Review of disability report findings and recommendations.
   1. Joel still getting info and report recommendations. 2017 most recent data. Working with Kathleen to get more information. Nothing else to report.
5. Initiating a conversation about faculty workload equity. Joel.
   1. 2 points of departure: 1) language and 2) continuity across departments. Needs to chat with Ed (not at meeting) for further clarification. Ed will likely have conflicting schedule regarding attending meetings for the remainder of the semester. No further updates.

**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.”

1. Network of advisors’ report: Alisha (if needed). Please review this link:  <https://www.gvsu.edu/inclusion/charge-for-racial-equity-inclusion-163.htm>
   1. In the process of looking at timelines and implementing plan. Activating work teams. Nothing else to report.
2. Subcommittee reports.
   1. Josita: Looking at websites, specifically the homepage to make more interactive. Looking at archives.
   2. J. Pope: Nothing to report
   3. Anna: Looking at previous report. Inquired as to location of archives.
   4. Joel: UAS memo issues. Thought purpose was to document relationship with DEI and FTLC, role EIC can play with DEI. Joel suggested 2 errors with memo: 1) didn’t share with EIC 2) included unnecessary information.
   5. Alisha: confusion about the memo stemmed from “what was the ask?” This wasn’t clear. Specifically, how are we defining/measuring “inclusive teaching?”
3. Subcommittee breakouts.
   1. Meeting ended at 9:59am due to Zoom issues.
4. Announcement:
   1. Next meeting: Nov. 15, 2022: zoom link in outlook
   2. Other announcements
   3. Good and welfare
5. Adjourn

Meeting Documents to review (in Blackboard in the “November 2022 Documents” file).