Equity And Inclusion Committee

Draft Agenda: **September 20, 2022, 9:00AM – 11:00AM**  
Join Zoom Meeting:  
Join Zoom Meeting

<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) |  | 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 |  | Masego Semogano (GSA rep) | x |

Began with introductions

Announcements:

1. Minutes of meeting: reverse alphabetical order.

Today: Anna White

1. Blackboard and meeting messages.

If you do NOT see Equity and Inclusion in your BB site, reach out to Joel.

1. Organization reminders.

Our three subcommittees (Teach-In, Website, Reports) are busy at different times of the year. We need to elect a head for the Reports committee. The group has been randomly assigned to committees.

EIC will meet virtually this year to accommodate schedules.

Agenda:

1. Approval of the agenda.

Josita moves to approve.

Jennifer seconds.

Agenda approved 9:16 AM

1. Approval of the minutes from the April 2022 meeting.

Accepted 9: 17 AM.

1. Chair’s report for Fall semester work plan:

Review ECS charges and by-laws, tentative plan of work for Fall 2022, and reorganization of the whole committee into subcommittees.

* 1. Teach-in subcommittee (Elizabeth Arnold):

Will work with Teach-In coordinator Karen Gipson to review proposals. Recommended that all committee members participate by moderating or presenting; committee members promote the Teach-In to their departments. In 2021, we reviewed several dozen proposals as a group; this year we will delegate to the subcommittee.

The Teach-In is in support of topics on diversity and inclusion. In previous years, it was required to include students in the proposals as presenters. This year, it is not necessary to have a student on the proposal as some faculty/staff have felt they don’t have sufficient connections with students in September; including students is still encouraged.

Q: Is the Teach-In is student-led? if so, there may be concern about decentering students by removing the requirement to have a student on the proposal.

A: The rationale was to give faculty/staff more time to get to know their students and invite them to participate as many don’t feel they have sufficient relationships early in the semester to create a proposal. Additionally, it may increase the number of proposals since it has been a challenge to fill the program in the past, which could support longevity of the event. The subcommittee will also work on an email to craft wording that supports including students in proposals even though they are not required.

Last year, virtual presentations were the most well attended; this year could be a year of growth since students this year are showing desire for engagement and both in-person and virtual options will continue.

This is a big change, and we will hear feedback on how it goes.

* 1. Website sub-committee (Chair: Josita):

Potential new website page with content related to Equity and Inclusion. Committee will gather information on E & I that live on different sites to see what content already exists and what we may want to add. For example, a clearinghouse to describe what is being done across the university in terms of equity and inclusion.

Note: There is a libguide with links to many resources. Our website could link to that guide.

Designing web pages takes a lot of time—is there a use/need for a new page that would justify the work?

* 1. Charges from ECS:

1. Accessibility Taskforce recommendation (Ed Aboufadel):

Key is to go back to the list of progress and recommendations to see if there are any items that were dropped during the pandemic (such as an examination of the class spaces with T-coil). Possibility to invite various departments to talk about the recommendations and their progress towards them?

Suggestion to identify the top five things that concern this committee in the report and follow up on how those recommendations have or have not been addressed. Joel Wendland-Liu volunteers to review the report.

1. Equity in learning
2. ECS Reporting:

One of the major reports this committee writes that will be the responsibility of the Reports subcommittee. ECS has requested a report on the impact of COVID.

1. Teaching about Systemic Racism:

Work that the general education committee has been working on for the last few years about how to teach systematic racism concepts in gen ed courses.

1. Review of DEIA framework:

Christine Rener presented a draft to this committee last fall. There will be a more official response to that framework this year (the work of the whole committee).

1. Discussion of equity and faculty service load—consider service loads as it relates to years at the university.
2. Identifying faculty for various awards related to diversity; too late for FTLC awards.

Q for Ed Aboufadel: How do you select/prioritize charges?

A: The charges come from ECS, built over spring/summer by heads of that committee. They begin with last year’s charges. At some point, they also meet with heads of this committee to review preliminary ideas and things that were incomplete from past charges. If we struggle to prioritize the charges for this year, we/Joel should meet with Felix. Note: members of this committee can propose items for discussion and action.

1. Election of reports subcommittee chair. [Sample of diversity report to ECS]

Two sides to the new reporting process: Diversity Report and the Impacts of COVID on the GVSU Experience Report (as it relates to diversity and inclusion).

Call for faculty members to nominate others or self-nominate for sub-committee chair.

Anna White self-nominates.

Motion to accept Anna by Jennifer Pope

Second by Elizabeth Arnold.

Anna is approved as sub-committee chair 9:59 AM.

List of sub-committee members:

**Teach-In:**

Elizabeth Arnold (Chair)

Alisha Davis

Genevieve Elrod

Jennifer Marson-Reed

**Website:**

Daisy Fredericks

Alycia Laguardia-Lobianco

Josita Maouene (Chair)

Masego Semogano

**Reports:**

Anna White (Chair)

Craig Clay

Joel Wendland-Liu

Jennifer Pope

Jiyeon Suh

Annual report on GVSU community diversity: steps to proceed, review of last year’s document, and new additions recommended by ECS. Ad hoc committee? <https://docs.google.com/document/d/1szEwX8Y1QfoYH3lvbhlb6KPqUdPWEQRSWEQjxFOzgDU/edit#heading=h.y89mz9dsl71e>

1. DEI report on Climate Survey findings: Jesse Bernal

Bernal is not able to attend today and this item moves to a future agenda.

This year’s survey followed up by heavily attended Focus Groups to utilize qualitative data. Details to follow at a future meeting.

Q: Will data from the past climate surveys be available?

A: Unsure. This year’s will be available and user-friendly.

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

Quite a few recommendations. Network is in the process of creating implementation plans, which will be reviewed next week. Look for future reports.

1. Subcommittee breakouts: 10 am
2. Announcement:
   1. Next meeting: Oct. 4, 2022: zoom link in outlook
   2. Other announcements
   3. Good and welfare
3. Adjourn

Committees adjourn from their break-out rooms approximately 10:30 AM.

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

* ECS charges
* Diversity report from 2022 (with ECS notes and questions)
* Teach-in information