Equity And Inclusion Committee

Draft Agenda, January 19, 2021 9:00AM – 11:00AM

<https://gvsu-edu.zoom.us/j/99709043918?pwd=Q3ZjTS9hOVN5V1RxbndJNFM1clptZz09>

Chair: Jon Jeffryes

Minutes: Nabeeh Kandalaft

Meeting Documents to review (in Blackboard in “January 19” file):

* December 2020 Draft Minutes
* 2019 presentation on Diversity and Inclusion
* Association of College and University Educators “Inclusive and Equitable Teaching ACUE Curriculum Crosswalk”

|  |  |  |  |
| --- | --- | --- | --- |
| **Voting Members** | Present | Joshua Sheffer (CCPS, W 2021) | X |
| Elizabeth Arnold (CLAS, W2023) | X | Joel Wendland-Liu (BCOIS, W2023) | X |
| Caitlin Callahan (CLAS, W2022) | X | Thomas Willey (SCB, W2021) | X |
| Alisha Davis (CHP, W2023) | X | **Ex-Officio Members** |  |
| Jon Jeffryes, co-chair (UL, W2022) | X | Ed Aboufadel (AVP Provost’s Office) | X |
| Nabeeh Kandalaft (Padnos, W2022) | X | B. Donta Truss (VP Enrollment Development |  |
| Josita Maouene, co-chair (CLAS, W2022) | X | Takeelia Garrett (Student Ombuds) | X |
| Anne McKay (KCON, W2023) | X | Marlene Kowalski-Braun (AVP I&E) | X |
| Lisa Perhamus (CoE, W2021) | X | Dana Munk (Pew FTLC) | X |
| Anal Shah (CLAS, W 2021) | X |  |  |
| Alexys Neal (Student Senate) |  | Julian Sanders  (Student Senate) |  |

Proposed Agenda

1. Approval of the agenda (5 minutes)

Jon Jeffryes asked if there were any additions requested to add to the agenda. Noted that since sending out the draft via email two items had been added to new business, Network of Advisors for Racial Equity and Reach Higher 2025 Strategy Development (Jesse Bernal). He also noted

* + 1. Ed Aboufadel will resume the role as ex-officio representative from the Provost’s Office
    2. Julian Sanders (Student Senate) at Martin Luther King was an excellent host

Caitlin Callahan made the motion to approve the agenda, Lisa Perhamus seconded. The motion passed unanimously.

1. Approval of the minutes from December 2020 (5 minutes)
   1. Anne McKay moved that we approve the minutes from December 8, 2020 9:00AM – 11:00AM, Anal Shah seconded. The motion passed unanimously.
2. **Old Business**
   1. Teach-in Recap
      1. GA Position timeline

* Jon Jeffryes stated that we need to know who the chair will be for next year before we move forward.
  + 1. Grad Student Practicum as alternative
* Marlene Kowalski-Braun mentioned that Practicum student is great idea
* Takeelia Garrett mentioned that the program was within the College Student Affairs Leadership Program and Karyn Rabourn would be a good contact to learn about the proposal process.
* A practicum is usually ~150 hours
* Josita Maouene created a web page for the collaborating in the Teach-In. Videos will be posted after editing is finalized. Josita is also working to book rooms for Teach-In 2021.
* Josita Maouene mentioned that Whova is available for another 6 months.
* Lisa Surman Haight has reached out to presenters with a report of the feedback their sessions received.
* Student senate created a page on Instagram
* Jon Jeffryes mentioned that people were happy with the online format, and Marlene Kowalski-Braun suggested we may want to consider an online/in-person mix going forward.

1. **New Business**
   1. Input on Diversity Report for ECS
      1. Review the slides that Ed presented in 2019 consider the following:
         1. Which pieces of information were most meaningful that you’d like to see updates for in 2021?
         2. Is there information missing that you’re interested in that Ed might look into?

* Ed Aboufadel reviewed the previous data he gathered and asked which data would be meaningful to update to pass to ECS.
* Josita Maouene suggested to look over the awards given based on gender and ethnicity for both staff and students.
* Jon Jeffryes asked if it was possible to pull data from Digital Measures to explore whether there is a gender disparity in service
* Dana Munk mentioned two data points in the existing slide deck, the trends in full professor and the break up of associate professors by demographic data
* Are there statistics on the impact of COVID to different populations?
* Will be able to get updated campus climate information?
* Ed Aboufadel said the group might want to look to the Faculty Salary and Budget Committee as a model for this report. They have a standard set of questions that they get updated information on each year.
* Ed Aboufadel will plan to present at the March 2021 meeting, if other ideas come up.
* Topics were brought up outside the scope of trends in numbers that fall outside of what Ed Aboufadel can easily present. We can collect these ideas for further exploration/suggested charges to ECS
  1. Elizabeth Arnold suggested exploring the potential for disparity in early career grants – particularly surrounding parental leave.
  2. Questions were raised about the efficacy of Inclusion Advocates in the supporting searches. Alisha Davis mentioned that existing surveys are very generic needs to be more specific.
     1. Anal Shah mentioned a hiring process without a search, Ed said that he will investigate and follow up on this matter
  3. Anal Shah suggested exploring trends in FTLC surveys on student perceptions.
     1. LIFT Management Committee is looking at this topic – we might want to invite to a future meeting.
  4. Reach out to the Women’s Commission on campus to see if they have input on issues relating to gender that we might explore.
  5. Network of Advisors for Racial Equity (Jesse Bernal)
     1. Alisha Davis is the co-director and she gave an update.
     2. The group is starting to define things a little better – What is each role? What does each initiative mean?
     3. Alisha Davis can provide updates to EIC. Jon Jeffryes will add as an agenda item to future meetings.
  6. Reach Higher 2025 Strategy Development (Jesse Bernal)
     1. Alisha Davis also on this group and provided an overview.
     2. With a new president, GVSU is using a new format. Working with a shorter document and a concentration on five areas (these five areas are still being finalized).
  7. Association of College and University Educators [“Inclusive and Equitable Teaching ACUE Curriculum Crosswalk”](https://acue.org/wp-content/uploads/2020/10/ACUE-Inclusive-Equitable-Teaching-Crosswalk_singlepage_102820.pdf)
     1. Any take aways?
        1. Dana Munk walked us through the document. It’s a good list of competencies. The formatting of putting a narrative of the competencies next to specific actions a faculty member might take.
        2. FTLC has support for “how to” if faculty are interested.
     2. How to promote inclusive practices with our units?
        1. Jon Jeffryes stated that the document could be shared and discussed within units. If sharing, share via the link (not the PDF as it only sending the link works).

1. Announcements and Updates
   1. Caitlin Callahan shared a discipline-specific learning opportunity in her subject area – “Unlearning Racism in Geoscience” – others’ disciplines might be offering similar professional development.
   2. Alisha Davis brought up a need for resources around discussing the Presidential Inauguration – especially as student might be feeling a wide range of different emotions.
      1. Lisa Perhamus recommended the GVSU Civil Discourse Program as a resource that Alisha Davis could share with colleagues, they have training for faculty available.
2. Adjournment

Lisa Perhamus made a motion to adjourn, Joshua Sheffer seconded the motion. The motion passed unanimously.