Equity And Inclusion Committee

Final Agenda, **Nov. 30, 2021, 9:00AM – 11:00AM**  
Join Zoom Meeting  
<https://gvsu-edu.zoom.us/j/99628155362?pwd=RHZVMFlpbm1LWk1RaVBxWlczNTVHZz09>  
  
Meeting ID: 996 2815 5362  
Passcode: 734083

Chair: Joel Wendland-Liu

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| --- | --- | --- | --- |
| **Voting Members** | Present | Jennifer Marson-Reed (CCPS, W 2024) | x |
| Elizabeth Arnold (CLAS, W2023) | x | Joel Wendland-Liu (Brooks, W2023) | x |
| Caitlin Callahan (CLAS, W2022) | x | Jennifer Pope (SCB, W2024) | x |
| Alisha Davis (CHP, W2023) |  | **Ex-Officio Members** |  |
| Jon Jeffryes, co-chair (UL, W2022) | Scarlet Galvan subbing for Jon Jeffryes | 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/Dean of Students) | X |
| Genevieve Elrod (KCON, W2024) | x | Jesse Bernal/Marlene Kowalski-Braun (AVP I&E) |  |
| Daisy Fredericks (CoE, W2024) | x | Dana Munk (Pew FTLC) | X |
| Alycia Laguardia-Lobianco (CLAS, W 2024) | x | Mychal Coleman (AVP Human Resources) | X |
| (Student senate) |  | Shelinda Davenport (GSA rep) |  |

Proposed Agenda

1. **Approval of the agenda; notes for this meeting: Daisy Fredricks**
   1. Approved: Yes
   2. Motion: Jennifer Pope Second: Caitlin Callahan
2. **Approval of the minutes from Nov. 9 2021 meeting**
   1. Approved: Yes
   2. Motion: Caitlin Callahan Second: Jennifer Pope
3. **Announcements: Campus Climate Survey**
   1. No announcements were made
4. **Chair’s report: (Joel: Maybe you could link the revised/current report here?)**
   1. Wendland-Liu present EPP recommendations to ECS
   2. Teach-in Review
   3. FTLC relations
   4. Network of advisors’ progress
   5. GE review
   6. Interactions with ECS
   7. Maintenance of EIC website
   8. Title IX issues
   9. Mid-year report
5. **Discussion: amendments, additions, revisions?**
   1. **Wendland-Liu present EPP recommendations to ECS (10th Charge of Committee)**
      1. Joel shared what he included in this section of the report and noted that ECS accepted the report and it is moving forward, with ongoing discussions.
         1. Ed added this committee’s report was forwarded to FPPC because they are collecting these reports. First, the report goes to UCS and then to FPPC. He shared that it would be helpful if there were clear recommendations on how we will evaluate teaching moving forward, based on the recommendations from FPPC. Ed cautioned that if we do this in a piece-meal fashion, we might end up with a system that does not make sense--we need to look at the whole picture.
   2. **Teach-in review (1st Charge)**
      1. Joel shared what he included in this section of the report and asked for data from Marlene on the outcomes of the Teach-In so that we could complete the data section.
         1. Marlene shared the following toward the end of the meeting:
            1. All of the hard copy evaluations are done.
            2. 1453(ish) participants
            3. 1st year completing a true hybrid
            4. Virtual sessions were much better attended
            5. Offerings were very robust; ratings were outstanding
            6. Need to continue to promote this as a free PD
            7. Will continue to work toward getting evaluation ratings distributed
            8. Alisha wondered if we might incentivize this opportunity for folks to attend this important work, especially in staff areas
            9. Marlene has access to current and historical data to better look at who is attending and who is not attending so that we can work to promote and increase attendance
            10. Josita recommended that we encourage new faculty to attend/present

Marlene notes that it is part of the onboarding process, but it needs to be highlighted multiple times

Josita suggested that new faculty are *invited* to participate/attend

* + - * 1. Genevieve suggests holding presentations on other campuses (i.e., CHS, KCON) as well as a different mechanism to help faculty and students to better connect to build a team
  1. **Review Recommendations for Accessibility Task Force (3rd Charge) - (I did not see this on the agenda)**
     1. Met with the committee that is offering the EDIA(?)
     2. Reviewed document and provided with feedback
     3. This work is ongoing
  2. **FTLC relations (4th Charge)**
     1. Joes shared what he included in this section of the report.

* 1. **Network of advisors’ progress (5th point on Report)**
     1. Joel shared what he included in this section of the report. He stated that Alisha will share updates and the report that is coming from the President’s Network of Advisors and EIC will review it and make recommendations as needed. He clarified that it is not one of the committee’s charges, but is part of the ongoing work of the committee.
  2. **GE review**
     1. Joel shared what he included in this section of the report.
     2. We have two charges related to General Education
        1. Review the General Education curriculum
        2. Recommend revisions to improve student understandings of systemic inequalities.
     3. Joel needs additional guidance from the committee on the following questions: How can we proceed on this? What is the charge? What is the timeframe?
        1. Ed advised that we ask to be part of the conversation now.
        2. Joel asked for further clarification on what it means to be part of the conversation--Do we simply document the process? and expressed concerns on raising new criticisms that were not part of the intention of the charge.
        3. Elizabeth shared her experiences engaging in feedback on this process teaching a GE course. She believes that we have a role for our committee to provide additional input. Joel also shared his experience with this process, too.
        4. Joel stated that he will write back to Griff to arrange a meeting and discuss how EIC can be part of the conversation and be part of the process without disrupting the work that has already been done.
        5. Ed recommended that we use language that demonstrates we are interested in making a significant difference or leading change/transformation.
        6. Alisha asked about the timing of the project and volunteered to be part of the conversations in a dual-role as part of the Presidential Fellowship and a member of EIC.
        7. Caitlin suggested that we ask if there are additional courses that could be added into the larger conversations taking place in General Education.
  3. **Interactions with ECS (A Charge to Work On)**
     1. Joel needed clarification on the full charge and he will connect with Felix on this.
     2. We have reported twice to ECS on a couple of issues.
     3. Is the EIC website a form of communication to ECS? How does ECS receive the details of our meetings? Does this come through Blackboard? Additional guidance on communication is needed.
     4. Ed recommended that the communication structure be that at least twice a year ECS receive information on Equity and Inclusion on Campus--some type of data report.
     5. Josita recommended that we proceed as we did before. Use the document from the prior years as an example, but also noted there are some changes/shifts taking place with the Teach-In.
     6. Joel recommended that we move forward with the mid-report and data report to fulfill the communication process with ECS - a new process is not necessarily needed, though additional reporting might be needed.
  4. **Maintenance of EIC website** 
     1. Part of Joel’s work is to maintain the EIC website, which should include the minutes, reports, agendas, etc.
     2. Joel will be working on this in the upcoming weeks to update the site.
  5. **Title IX issues**
     1. Title IX investigations are ongoing.
  6. **Mid-year report**
     1. Joel has provided a draft of the mid-year report. Will add additional information discussed today to and submit to ECS before the close of the semester as part of the mid-year report.

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. No new updates at this time
2. **Title IX Search update: Marlene** (*This was feedback on the Teach-In--NOT Title IX Search, right?* - I moved this up to the Teach-In Information*)*
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       1. Marlene notes that it is part of the onboarding process, but it needs to be highlighted multiple times
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   11. Genevieve suggests holding presentations on other campuses (i.e., CHS, KCON) as well as a different mechanism to help faculty and students to better connect to build a team

[Daisy left meeting; Joel took over the notes]

1. **Announcements and Updates:**
   1. Next meeting: Dec. 14, Zoom link in your Outlook invite
   2. Others?
2. Adjourn
   1. Motioned: Second:

Meeting Documents to review (in Blackboard in “November 2021 Documents” file):

* Blackboard folder for November 2021
* Final agenda
* Draft minutes
* Chair’s report
* EIC charges 2021-2022