Equity And Inclusion Committee

Final Agenda, **October 26, 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

|  |  |  |  |
| --- | --- | --- | --- |
| **Voting Members** | Present | Jennifer Marson-Reed (CCPS, W 2024) | X |
| Elizabeth Arnold (CLAS, W2023) | absent | Joel Wendland-Liu (Brooks, W2023) | X |
| Caitlin Callahan (CLAS, W2022) | X | Jennifer Pope (SCB, W2024) | 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 | absent |
| Josita Maouene, co-chair (CLAS, W2022) | X | Takeelia Garrett (Student Ombuds/Dean of Students) | X |
| Genevieve Elrod (KCON, W2024) | Anne McKay substitute | Jesse Bernal/Marlene Kowalski-Braun (AVP I&E) | X |
| Daisy Fredericks (CoE, W2024) | X | Dana Munk (Pew FTLC) | X |
| Alycia Laguardia-Lobianco (CLAS, W 2024) | X | Mychal Coleman (AVP Human Resources) | absent |
| (Student senate) |  | Shelinda Davenport (GSA rep) | Absent (excused) |

Proposed Agenda

1. Approval of the agenda (1 minute); notes for this meeting: Jon Jeffryes
   1. Motion: Caitlin Callahan; Second: Jennifer Pope
2. Approval of the minutes from Sept. 28 2021 meeting (2 minutes)
   1. Add the request for information on Title IX Office issues
   2. With addition motion to approve: Jon Jeffryes; Seconded: Josita Maouene-Cavin
3. Announcements:
   1. Communication with ECS on Title IX
      1. ECS forming a task force to investigate further.
      2. President Mantella planning to address via email also.
   2. Draft of DEI-A: send comments to committee: <https://docs.google.com/document/d/1XvMUBklncjydwNE2wOpU7fx9AqGzeyG7Rq8sTfO5Mnk/edit>
4. Teach-in: Review of received proposals.
   1. Reminder of the criteria
   2. Break-out groups: review of proposals
      1. 13 new submissions; 4 resubmissions
      2. Broke into four groups to go through the 17 submissions
   3. Discussion.
      1. “Not Your Mother's Sex Ed” might be more appropriate for Center for Women and Gender Equity – Marlene could be a connector.
      2. General suggestions on highlighting interaction and ties to social justice in individual submissions.
      3. Karen Gipson captured notes to follow up with submitters; EIC agreed that the planning group could make the final decision on these final resubmissions.
5. Network of advisors’ report: Alisha Davis. Please review this link:  <https://www.gvsu.edu/inclusion/charge-for-racial-equity-inclusion-163.htm>
   1. Connie Deng and Alisha Davis working on consolidating 11 pages of recommendations and creating an executive summary.
   2. Highlight areas: Inclusive recruitment, clear pathways for promotion, people-centered retention, professional and leadership development, climate for all.
6. Ad hoc committee: Draft recommendations on EPP-EIC memos
   1. Discussion.
      1. Updated recommendation to clarify transitional metrics if we move away from LIFT
         1. Appreciation of concrete nature of metrics, do we want to include language around change of mindset or change of strategy – add that as an additional bullet point – Joel made the change to the draft document.
         2. In response to recommendation three – does it contradict recommendation one? – The group thought there was still value in collecting student data, but not used in personnel processes – this recommendation would be in that formative use of student feedback. Recommendation one was the highest priority, it’s not a sequence.
         3. Connect recommendation four and recommendation seven – Joel explained that recommendation four was more focused on pedagogy while recommendation seven was focused on bias.
            1. Joel added a bullet point under seven to suggest a connection to recommendation four
         4. Motion to forward to ECS as EIC priorities: Jennifer Pope; second: Josita Maouene-Cavin
7. Announcements and Updates:
   1. Next meeting: Nov. 9, Zoom link in your Outlook invite
   2. Others?
8. Adjourn
   1. Motion: Caitlin Callahan, Second: Jennifer Pope

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

* Blackboard folder for September 2021
* EPP-EIC document: draft recommendations
* Minutes from Oct. 12
* Draft framework for DEI-A