Equity And Inclusion Committee

Final Agenda, **Nov. 9th, 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) | X | **Ex-Officio Members** |  |
| Jon Jeffryes, co-chair (UL, W2022) | X | Ed Aboufadel (AVP Provost’s Office) | X |
| Nabeeh Kandalaft (Padnos, W2022) | absent | 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) | X | 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) | X |
|  (Student senate) |  | Shelinda Davenport (GSA rep) | X |

Proposed Agenda

1. Approval of the agenda (1 minute); notes for this meeting: Alisha Davis
	1. Approved – Minutes have an incorrect date, approve with correction
	2. Motion – Jon Jeffryes, Second – Genevieve Elrod
2. Approval of the minutes from Sept. 28 2021 meeting (2 minutes)
	1. Approved – Incorrect date, approve with correction
	2. Motion – Caitlin, Second – Josita Maouene
3. Announcements:
	1. Draft of DEI-A: send comments to committee: <https://docs.google.com/document/d/1XvMUBklncjydwNE2wOpU7fx9AqGzeyG7Rq8sTfO5Mnk/edit>
		1. Send comments on language to the committee – names at the top of google doc
	2. President’s message on Title IX and a reminder about ongoing inquiries
		1. Discussions, hiring, inquiries are currently taking place
	3. Our priorities report on the EPP document has been sent to ECS and is to be included on an upcoming ECS agenda.
		1. Received by Felix Ngasse, will be on upcoming ECS agenda
4. Announcement: Teach-in: Proposals have been finalized.
	1. Host trainings were conducted
		1. been assigned; training video sent to hosts
	2. Report on EIC role in the teach-in.
5. Network of advisors’ report: Alisha Davis. Please review this link:  <https://www.gvsu.edu/inclusion/charge-for-racial-equity-inclusion-163.htm>
	1. Consolidation of recommendations, synthesis, and executive draft summary being reviewed by Jesse Bernal
6. FTLC relationship to EIC: Dana
	1. Charge: Document the relationship between I & E and EIC as well as FTLC and EIC. Include in your report a recommendation about whether or not this charge should be an ongoing responsibility for EIC.
		1. Inclusive excellence website - <https://www.gvsu.edu/ftlc/inclusive-excellence-325.htm>
		2. When EIC was created, FTLC was made ex-officio to be a resource for the group, do we have a “commonality” that creates more intentional collaboration – direction needs to be decided by EIC
		3. Concern – faculty governance in general, what is the specific role in faculty designing FTLC programs as faculty? How do we ensure faculty leadership role in the design of programs and committees across the university?
			1. When programming is offered under FTLC, how do we know that faculty who are capable, qualified, etc.?
				1. Motto – faculty leading faculty
				2. FLC – experience through the community, faculty member who sees a value in something that supports inclusive excellence – creates a larger more informed group
			2. Faculty appointments in FTLC – do many different things, try to harness talent to do the work
				1. eg. EIC – we see a gap and we suggest something to fill it – responsive programming
			3. Faculty leading faculty - Model in the foreground
				1. An “ideas” place to explore new content – FTLC can focus and provide information
			4. Mutual reciprocal relationship – people who are in the trenches, learning and growing together
			5. EIC may need to point to specific elements in our experiences, make more suggestions on what future topics could be
			6. What supports/programming do we have available for faculties of color? Ongoing effort but limited resources (human)
				1. Scholarships for diverse conferences (eg. women of color conference)
				2. NCFFD – as a resource
				3. Mid-level career paths programming (maybe the participants will want to be future mentors)
			7. Mentoring
				1. NCFFD - also the university learned best practices for mentoring,

university model – may not provide the structure for “good” mentoring (recognizing needs and assisting) – mentoring and retention tie

* + - * 1. Working on identifying mentors of color
				2. Gender and mentoring can be an issue
				3. Other issues – International, intersectionality, age, mentor within the department who is going to “judge you” (evaluate)

Communicating identity (eg. invisible disabilities) as part of the mentoring process – making assumptions about what identity is most important in the mentoring process

Idea - Invisible disabilities support group

Differences for international faculty

* + - * 1. We have been adding mentoring programs and policy, including the following at the bottom of this page: <https://www.gvsu.edu/policies/policy.htm?policyId=3E8C40FE-93EA-68B8-152BC2EA429CD468&search=mentor>

It would be interesting to hear from recently-hired faculty on how these programs are functioning, in their minds.

* + - * 1. EIC can help FTLC in mentoring programming – utilize shared governance to move forward in parallel to FTLC, create value for mentoring
				2. Process of asking mentors to be part of programming – Patricia Bolea heads this up but Dana Munk is part of this as well
				3. Broader network of mentors – what kind of mentor would you like?
				4. Not rewriting the policy (it’s been updated) or a new mentoring program – but how to operational, ask questions, preferences, make it more effective – changing the lens /or ways we are looking at the plan

Asset vs deficit mindsets – how do we learn from differences, not forcing assimilation

Shifting the majority lens

* + - * 1. Future meeting to discuss mentoring further – maybe in collaboration with FTLC
				2. Mentoring communities - <https://www.gvsu.edu/ftlc/mentoring-communities-242.htm>
1. Title IX Search update
	1. Public forums began yesterday (11/8/21) – 41 participants
	2. 3 strong candidates
		1. What is important in these candidates? deep knowledge of policy/process and laws; importance of collaboration with multiple groups; relationships are critical;
		2. Careful with rubric and screening process
2. Announcements and Updates:
	1. Next meeting: Nov. 30, Zoom link in your Outlook invite
		1. November 30 was selected over November 23 meeting
	2. Others? None provided.
3. Adjourn
	1. Motion ?; Second ?

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

* Blackboard folder for September 2021