**EIC Meeting Mintues October 29, 2019**

**900 – 1100 am JHZ 3062**

Present: Ed Aboufadel, Katie Barnhart, John Bender, Caitlin Callahan, Jon Jeffryes, Nabeeh Kandalaft, Marlene Kowalski-Braun, Anne McKay, Josita Maouene, Anal Shah, Joshua Sheffer, Kahler Sweeny, Thomas Willey

Notetaker: Jeffryes

***Announcements***

* Final Planning for Teach-in
  + Hosts still needed, members asked to reach out to their units and remind faculty and staff about hosting opportunities

***Business Items***

* Discussion of the Dr. Perez Seminar
  + Aboufadel provided a presentation on GVSU diversity trends
    - In Blackboard: Organization Documents >> Fall 2019 Items >> Oct 29th Meeting >> Presentation From Ed on Diversity Numbers
    - Discussion noted the key role of staff in recruiting and retaining diverse students, particularly the notable success in the rise in numbers of Hispanic/Latinx students.
    - Discussion asked how we might recruit international students and the importance of a strong ESL program.
    - Discussion asked how we continue to improve in our recruitment of faculty of color to GVSU. The data provided shows success in retention, indicating that if we hired more faculty of color they’d be retained at similar rates to faculty overall.
    - Discussion posed a need for building support for mentoring students from different backgrounds than the mentor – is there a possibility to replicate the athletic department’s mentoring program for all GVSU students.
  + Takeaways from the Perez Seminar
    - Noted how participants interpreted the responses from the interview snippet used in the workshop in a variety of ways
    - Interesting connection between KPIs and the exercise that Perez led going beyond the numbers of standard metrics of success
    - How are we making faculty accountable for engaging with these topics
    - Affinity based groups are not always the group that support students in feeling included.
    - What role does EIC have in to make positive change for more inclusive selection of research assistants
* First Draft of Memberships for each EIC Subgroup
  + Sub-committee appointments
    - Accessibility Action Report: Callahan, McKay Mouene, Munk (VanderVeen)
    - Ombuds Proposal: Walsh, Willey, Sweeney, Shah, Perhamaus, Aboufadel, Jeffryes, Sheffer, (Garrett – after Teach-In)
    - Teach-in: Barnett, Fitzpatrick, Garrett, Kowalski-Braun, Murarescu
* Review of documents available for Accessibility Action Report
  + First step is gathering documents, reading the original report
  + Kathleen VanderVeen should have updated information from ADA Council
* Discussion of Action Strategy for Ombudsman Group
  + Review the original reports – Hodge report / ECS Memo from 2014
  + Note that many of the players have changed since the last discussion; previous concerns largely came from HRO and University Council
  + Consult with the following: Takeelia Garret (student ombuds), Maureen Walsh (HRO), University Council [pre-screen with ECS], VP Greg Sanial (Finance and Administration) for consideration of implication for staff
  + Not needed to rewrite these documents, but make a convincing case when asked to present it.
  + Advice: own it as our own committee. Frame in the now don’t call back to the past.
    - Current conflict resolution specialist doesn’t have confidentiality / confidentiality core to the ombuds role
  + UM has good ombuds definition on their website: <https://facultyombuds.umich.edu/>
* Action Items:
  + Subgroups review historic documentation
  + Recruit hosts for the Teach-in
* Adjourn