



AP Social Justice Committee Meeting Minutes

November 8, 2021

1:30 pm - 2:30 pm

Representatives:

Open	Group 1
Justin Bean	Group 2
Glenna Decker, interim chair	Group 3
Luanne Brown	Group 4
Audra Pretty Smith	Group 5
Open	Group 6
Kate Stoetzner	AP Executive Committee Liaison

Attendees:

Justin Bean, Glenna Decker, Audra Pretty Smith, Kate Stoetzner

Absent: Luanne Brown

1. Convene and Welcome
2. Minutes from October 2021 approved. Glenna will reformat and submit them to the AP Executive committee for posting.
3. Still do not have representatives from Groups 1 and 6. Glenna will review membership in groups to consider if we can invite someone. Confirm if formal invitation comes from AP Executive committee.
4. Reviewed priorities for AY 21-22
 1. Demographics of staff turnover:
 - a. Just received data. After a quick glance, Justin offered to provide some analysis for December meeting.
 2. Determine what it looks like to walk the talk on diversity, inclusion & Equity
 - a. Audra will investigate how to generate focus groups
 - b. Audra will write up an invitation for the next AP newsletter.
 3. AP read for Winter '22 semester

- a. Glenna suggested that we avoid a heavy-hitting book on Anti-Racism/White Consciousness because there is an ongoing 6-week workshop on this, and participation is high. Perhaps we consider something that is autobiographical, or even fiction that will be more affordable and a somewhat lighter read. (Perhaps will have higher participation.)
 - b. Justin recommended Trevor Noah's *Born a Crime*.
 - c. Everyone is invited to contribute to a list of possible books on the Google Doc and will vote by email to announce in the next newsletter
 - d. Glenna will add an agenda item for next meeting: how will we coordinate the book discussion(s)?
4. Support for hiring committee training beyond Inclusion Advocates
 - a. Waiting to hear back from Marla Wick on process

Open questions:

How do we find out who is working on what? We don't want to be redundant or work for no purpose. We can cross over several committees across university groups.

Notes

Need to review the inaugural committee notes. There was some initial work on this. Also, invited the employee ombuds officer to join SJC as an ex-officio member. We haven't followed up on that since. Glenna to review the inaugural committee docs and share in December

Question for Kate: Was there a specific AP Executive Committee's purpose in forming the SJC

Response: General call and vote because we should have it, not for a specific agenda. Groundwork settled with the inaugural planning committee, and from here on out it's what the active SJC decides.

No further action is required.