



DEI Training

Thursday, October 15th, 2020 – 4:30 pm

Zoom

Chair: Kelly Dowker

Parliamentarian: Grace McMahon

Student Senate will cultivate a student body that is engaged, healthy, and empowered.

- I. Call Meeting to Order: 4:31pm
 - A. Moment of Silence
 - i. Native Land Recognition
- II. Roll Call - Part I
- III. Public Comment - Part I
- IV. President's Report
 - A. Approval of the Agenda
 - i. Agenda stands approved
- V. Executive Vice President's Report
 - A. Approval of the Minutes
 - i. Minutes stand approved
- VI. Virus Action Team Update - Ed Aboufadel
 - A. Brief overview of the Daily New Cases since move-in week; showing how presently case numbers are down in comparison to previous weeks
 - B. Data comes from public health authorities of Ottawa and Kent counties, GV testing program with Spectrum Health and Trident; daily self-assessment, and additional reports from athletics, housing, and student affairs
 - C. Brief overview of demographics
 - D. GVSU in Ottawa County graph shows that Ottawa county without GVSU tests have plateaued to approximately 20 cases a day; GV numbers have gone down while Ottawa county alone have stayed the same
 - E. Ottawa county will not reinstate the Stay at Home or Stay Safe order
 - F. Overview of testing pool for GVSU testing program
 - G. Brief comparison of GV to other Michigan public universities
 - H. Questions from Senators
 - i. Siegrist - what do we anticipate going forward and how will testing be impacted by that?
 - a) Aboufadel - anticipating that rest of semester will be smooth, concern now lies in the surrounding communities and counties. Michigan has seen a large uptick in cases; as for GV, would prefer to remain optimistic. After Thanksgiving, we will have further reduction of people

on campus and there is current talks of what January may look like so that it is not a repeat of September

- ii. Zbikowski - should a vaccine come out, what is GV's stance on making sure GV's population has access to the vaccine?
 - a) Aboufadel - we have an effective model for flu shots, so we will probably build upon that when there is a vaccine. There will be some decisions that GV admin has no control over who will have first access to a vaccine

VII. DEI Training - Creating an Inclusive GVSU Student Senate

- A. Facilitated by Marlene Kowalski-Braun, Associate Vice President for Inclusion & Student Support, and Jen Hsu-Bishop. The following definitions and outlines are taken directly from the presentation
- B. "Goal of the training is to:
 - i. Create shared agreements for the learning space that can be used throughout the year
 - ii. Develop a shared understanding of language/elements that are conducive to creating an inclusive organization
 - iii. Understand the difference between intent and impact
 - iv. Make personal commitments to act on the values of inclusiveness and equity
 - v. Examining explicit ways in which Senate can center inclusion and equity in practice
- C. What does it mean to be an equity leader?
 - i. Engage in personal work - activate self awareness
 - ii. Grow in knowledge - develop cultural humility
 - iii. Stay conscious/committed - commit daily to doing the work
 - iv. Have courage - ask tough questions and challenge the status quo; stay in a healthy place of dissonance
- D. Safe Space vs. Brave Space
 - i. Those who hold marginalized identities vs. those with privilege
 - ii. Jen Hsu-Bishop shares community agreements to support a brave space statements
- E. Diversity and Social Justice - definitions located on powerpoint
 - i. Diversity - includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another
 - ii. Inclusion - the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate
 - iii. Equity - fair treatment, access, // cut off
 - iv. Open Discussion on what Inclusion means to GV
- F. Social Group Categories and Social Group Identity
 - i. Personality - how we see ourselves as individuals, including our personality traits, academic and social interests
 - ii. Social Group - how people see me/us based on certain physical, cultural, and social characteristics associated with social group categories

- iii. Open discussion on what inclusion means to GV - what would an inclusive campus look like?
 - G. Equity and Equality Discussion - how does equity show up in the university? In Senate?
 - H. Presentation of National Equity Project diagram that shows the intersection of individual biases and institutional and structural biases where interpersonal biases are created.
 - i. Group discussion - who was higher education created for? Who do the original and current policies benefit?
 - I. Social Identity Wheel
 - J. Discussion with Senate
 - i. Intersectionality: who do you center in your work as Student Senators when you make decisions with equity in mind?
 - K. Presentation on GVSU resources such as CCR Student Ombuds, ORB and the definitions of hate speech, hate crime, harassment and discrimination.
 - L. The difference between intent and impact. View the feedback you receive as a gift - create brave spaces to be able to call each other in to be able to do better next time.
 - i. Group discussion: Are there ways we can create a culture where we can call each other in?
 - a) We are all always learning and we are going to make mistakes - being able to acknowledge and recognize the harm that was done and seek to learn from it.
 - M. Allyship in Action. Ally→ Accomplice: Someone who focuses more on dismantling the structures that are oppressing others.
 - i. Requires doing your own homework, shift the labor.
 - N. Application to Creating and Inclusive and Equitable Student Senate.
 - i. What's positive and challenging about the way Senate is perceived?
 - a) Accessibility in terms of time of meetings and language inclusivity, ex. Acronyms.
 - b) Disconnect between the Senate and Student Body.
 - O. How will we sustain the things we are learning?
 - i. Create a space where all students are comfortable.
 - P. Marlene: Thank you, and don't hesitate to reach out. I&E is happy to come into any space in

VIII. Roll Call - Part II

IX. Adjournment: Meeting is adjourned at 6:49pm