

Equity & Inclusion Committee Meeting Minutes

Date: 05/13/2020

Time: 2:00pm to 3:00pm

Location: WebEx Meeting

Members Present:

Jan Bishop (Physical Education & Human Performance), Byung Lee (Criminology), Kurt Love (Educational Leadership, Policy & Instructional Tech), Jackie Jamsheed (Accounting), Marc Lewis (Accounting), James French (Teacher Education), Jelane Kennedy (Counselor Education & Family Therapy), Barbara Clark (Literacy, Elementary & Early Childhood Education)

Announcements by Jan Bishop (Chair)

- Equity & Inclusion Commission met on May 12. A follow-up training is being planned and a number of working groups are being formed (e.g., academic / curriculum / mentoring, training, student life, climate, strategic plan, symposium).
- The commission will offer some oversight on the progress of the 5-year strategic plan.
- Jan has volunteered to be on the curriculum working group (as it aligns with the professional development of the current committee).
- Symposium will most probably be scheduled for Spring 2021.

1. Minutes

- Minutes for April (virtual) meeting were approved.

2. New Business

a. Committee name

- A name change has been proposed because the new name (Equity & Inclusion Committee) adequately aligns with the strategic plan. The committee supported the name change. Barbara moved to motion, and the motion was seconded by Kurt, and all approved that the name of the committee has changed from Diversity Committee to Equity & Inclusion Committee.
- Discussion would be needed for any changes in the bylaws (Jan will find out about the details). The website needs to be updated with the new name.

b. Electing officers for the new academic year (Fall 2020–Spring 2021)

- Following officers were elected: Kurt Love (Chair), Jackie Jamsheed (Vice Chair), Byung Lee (Secretary)
- *Kurt has been nominated to be as the representative of the committee to the commission.

c. Diversity curriculum grant

- The committee recommends that the deadline should be extended to the end of January 2021.

3. Subcommittee Reports

- Chair of each subcommittee needs to gather and send information to Jan so that she can write up the annual report and send it to Faculty Senate for the first meeting in the fall semester.

a. Survey Subcommittee

- Rusty will offer information about another diversity related survey so that there is no overlap with the committee's diversity survey. John Mitrano must be included in the conversation.

b. Workshops Subcommittee

- No updates

c. Media and Outreach Subcommittee

- Chee-Hoi was unable to access the website due to the lack of assistance from the IT help desk.
- Regarding the media contest, decisions must be made on the deadline, launch date and the method of delivery. Currently, the main theme is concerned with the question: What do diversity and inclusion mean in your life? A working group will be formed, and details will be sorted out possibly during the summer.

d. Grants Subcommittee

- No updates

e. Bylaws Subcommittee

- No updates

f. Mentorship Subcommittee

- Kurt reported that the subcommittee has collaborated with Academic Affairs to provide support to faculty (particularly new faculty) to pedagogically build the ideas of equity and diversity into classroom settings. There has been some discussion about offering one-on-one support for faculty members.

Minutes submitted by Byung Lee