# Equity And Inclusion Committee

Draft Agenda: **September 3, 2024, 9:00AM – 11:00AM**  
Join Zoom Meeting

<https://gvsu-edu.zoom.us/j/92604701807?pwd=uEaa7NXlLmiknGObueeEyK60abkpa9.1>

Meeting ID: 926 0470 1807

Passcode: 060406

**Chair: Jennifer A. Pope.**

## Membership:

| **Voting Members** | Attendance |  | Attendance |
| --- | --- | --- | --- |
| Steven Dorland (CLAS, W2026) | **X** | Jennifer Pope  (SCB W2027) | **X** |
| Craig Clay (Padnos, W2025) | **X** | Anna White (Libraries W 2025) | **X** |
| Brianna Chesser  (CHP, W2026) | **X** | **Ex-Officio Members** |  |
| Genevieve Elrod (KCON, W2027) | **X** | Ed Aboufadel (AVP Provost’s Office) | **X** |
| Nichole Moore (CECI, W2024) |  | B. Donta Truss (VP Enrollment Development |  |
| Ramya Swayamprakash  (BCIS Winter 2026) | **X** | Takeelia Garrett (Student Ombuds/Dean of Students) |  |
| Josita Maouene, co-chair (CLAS, W2025) | **X** | Jesse Bernal/Marlene Kowalski-Braun (AVP I&E) |  |
| Alycia Laguardia-Lobianco  (CLAS W2027)  On leave | **On leave** | Dana Munk (Pew FTLC): |  |
| Brittland Dekorver  (CLAS W2027) | **X** | Mychal Coleman/designee (AVP Human Resources) |  |
| (Student senate): TBD |  | GSA TBD |  |
| Staff member TBD |  | **Ex-Officio Members** |  |

## Announcements:

1. Minutes for September 3 Meeting Brianna Chesser
   * **Notetaking for minutes to follow alpha order using first name: Craig for 9/17/24**

## Agenda:

1. Approval of the agenda. **Motion by Josita, seconded by Brittland, Agenda approved.**
2. Approval of the minutes from last meeting from W2023 **– Jennifer will send this out this week and it is on Blackboard**
3. Welcome back to everyone, introduce new members
4. Review of charges from UAS, update on meeting with Cortney and Anne**.** 
   1. Which ones do we think we should start with?
   2. Are there any that we would like to be changed or feel like we have already addressed.

**Jennifer went to UAS meeting on Friday 8/30 and they formally approved the 6 charges for EIC this year. She will check in SHORE to see if items from last year were submitted. There was discussion and support for EIC creating and adding our own charge/recommendation(s) to the following listed below:**

|  |  |  |
| --- | --- | --- |
| **CHARGE** | **DESCRIPTION** | **MINUTES FROM TODAY’S MEETING** |
| Equity in Learning | Review the data from the General Education learning outcomes assessment from the previous two cycles to determine whether they reveal demographic differences in student learning outcomes and make recommendations. | **Steve shared that data was reviewed last year and there were demographic differences. Is there new data? Recommend connecting with students for input on this charge, possibly starting with OMA to facilitate student involvement.**  **Discussed inviting leadership from black student task forces (currently 7 task-forces/committees) to come talk with EIC.** |
| Teaching About Systemic Racism | Review recommendations made by the GEC regarding teaching about systemic racism and make recommendations. |  |
| Review of DEI-A Framework | Review the university’s DEI-A framework and make recommendations to ECS. Report to ECS on the rollout of the online DEI staff training module. | **Jennifer to email Courtney to clarify charge.**  **Last year, EIC subcommittee developed a 3 questions survey for collecting feedback on the rollout of the online DEI staff training module. Unclear if this was moved forward/received.**  [**Diversity, Equity, Inclusion, and Belonging (DEI-AB) Framework**](https://www.gvsu.edu/provost/diversity-equity-inclusion-accessibility-and-belonging-dei-ab-279.htm) **by Division of Academic Affairs & Division of Student Affairs via the** [**Office of the Provost website**](https://www.gvsu.edu/provost/diversity-equity-inclusion-accessibility-and-belonging-dei-ab-279.htm) **under Academic Affairs**  **“Old”** [**Framework for Inclusion and Equity**](https://www.gvsu.edu/cms4/asset/8764E037-BDEC-7DDD-33FCF0A5048125AB/ie_booklet_-_jan_31.pdf) **-accessible via the** [**Office of the Provost website**](https://www.gvsu.edu/provost/diversity-equity-inclusion-accessibility-and-belonging-dei-ab-279.htm) **under Framework Grounding**  **“New”** [**Framework for Inclusion and Equity at GVSU**](https://www.gvsu.edu/cms4/asset/8764E037-BDEC-7DDD-33FCF0A5048125AB/framework_for_inclusion__equity_updated_feb_2023.pdf) **- accessible via the** [**Division of Inclusion & Equity website**](https://www.gvsu.edu/inclusion/mission-and-values-108.htm) **under Mission & Values   Activation and Accountability Leadership Team (AALT)** [**2030 I&E Strategic Framework Development**](https://docs.google.com/document/d/1s9rOWx1Kkn4Y9x2hscg3TIqcbjbtw9_CL3JKvbzvB7c/edit) **– IN DEVELOPMENT** |
| Equity in Faculty Service Loads | Review faculty service loads and make recommendations toward increased equity. Consider service loads by number of years at the University | [**COACHE**](https://www.gvsu.edu/provost/coache-342.htm) **Steering Committee 2.0 (led by Ed) will provide a preview report will be sent out by end of the month, looking to arrange post-distribution conversations. More detailed information to come later in the semester.**  **Jennifer to check with chair of Grad Council to see about getting data on faculty service loads.**  **Jennifer to email Chasity for info about Dashboard.** |
| Leadership Training | Review Academic Impressions Trainings and make recommendations for people in leadership positions. | **Jennifer to email Courtney to clarify charge.**  **Jennifer reported that trainings were all made in 2020, much has changed in last for years.**  **Ed recommended ask Marlene about this (Workday Learning).** |
| Relationship with AALT | Collaborate with the Activation and Accountability Leadership Team (ALLT) to make recommendations about EIC’s relationship with ALLT. | **Ed shared that currently there is turnover with ALLT leadership and recommends connecting with Marlene to facilitate alignment between AALT and EIC.** |

* Ed -discussed can break up info/recommendations to ECS in multiple parts (not just midterm and final reports)

1. DEI reporting point. Jesse or others.  **Jennifer shared email updated from Jesse.**
   1. Updates on Chick-fil-A, list of demands and any other relevant issues. **Campus Dining has decided to put Qdoba in Kirkhof Center this year so doesn’t appear to be an issue, but Jesse will let us know if that changes.** **SLT and student co-leads form last Winter’s task forces met last week and will be hosting all the Task Force members in an open campus meeting on Thurs. Sept. 26 from 4-6pm at Alumni House (with Zoom option). Recommendation for EIC member engagement. Jennifer, Steven, and Bree plan to attend, and Brittland would like to attend via Zoom.**
2. Update on committee membership. Jennifer
   1. We need more people on the website subcommittee and everyone needs to be on one subcommittee. **If no volunteers, Jennifer will select/assign members not currently on a subcommittee.**

* **Discussion regarding Staff and Student membership on EIC. Jason & Marissa were staff members on EIC last year but currently, the staff and student membership positions are all open. Discussion about the importance and various options to facilitate filling these positions. Ed shared that student representation has been a challenge for several committees (not just this one).**
* **Bylaws for EIC state the following: *Student Membership: One undergraduate and one graduate student representative appointed by the Student Senate****.*
* **Steve will reach out to OMA to help identify students, and consider talking to leadership of black student Task Forces.**
* **EIC could work with OMA to identify students, and then the president of Student Senate could approve/appoint to EIC.**

1. Subcommittee introduction, what each subcommittee will be doing this year. Josita; Britland, Genevieve.

* ***Website Subcommittee* (Chair: Josita) – Josita is currently the only member, and we are seeking at least one more person to join. Last year they had 3 members, and that was sufficient.**
* ***Reports Subcommittee* (Chair: Brittland) – responsible for EIC reporting. Last year, the mid-year report was completed by EIC chair and year-end report was completed by the subcommittee. Most of committee work is done at end of Winter semester. Ed shared that EIC recommendations can separated into different parts and sent to ECS separately if desired.** 
  + **Ed shared MSU DEI report as inspiration:** [**https://inclusion.msu.edu/news/2023-24-diversity-equity-inclusion-report.html**](https://inclusion.msu.edu/news/2023-24-diversity-equity-inclusion-report.html)
* ***Teach In Subcommittee* (Chair: Genevieve) – this EIC subcommittee is part of the Programming and Proposals subcommittee of the Teach In Planning Committee (chaired by Karen Gibson). The other two subcommittees are Marketing/Communications and Day of Logistics/Hospitality. EIC Committee members were strongly encouraged to attend the Teach In and get involved/volunteer to be session hosts, as participation in past from EIC has been lacking. Teach In Planning Committee meeting dates (via Zoom) are as follows:**
* **Tuesday, September 3: 12-12:50pm**
* **Wednesday, September 18: 1-1:50pm**
* **Tuesday, October 1: 12-12:50pm**
* **Wednesday, October 16: 1-1:50pm**
* **Tuesday, October 29: 12-12:50pm**
* **Steven requested to move from Reports to Teach In subcommittee. Bree volunteered to move where needed, so moved from Teach In to Reports subcommittee. Alycia is currently on leave but assigned to Reports, anticipated to return in Winter semester. Jennifer will assign someone to join Website subcommittee if no volunteers.**

1. Subcommittee breakouts. (if needed) **Deferred**
2. Announcement:
   1. Next meeting: September 10, 2024: Zoom link will be in outlook
   2. Other announcements? **None**

**Action Items and Plan for Next Meeting:**

* **Revisit the charges**
* **Consider dividing the workload by splitting into smaller workgroups based on charges and consider adding our own charge/recommendation(s)**
* **Jennifer to reach out to:**
  + **Chasity Bailey-Fakhoury RE: Dashboard for faculty service**
  + **Marlene Kowalski-Braun RE: DEI staff training modules**
  + **Alisha Davis RE: invitation to discuss current OMA initiatives with EIC**
  + **Courtney Karasinski RE: clarifying charges related to Review of DEI-AB Framework and Leadership Trainings**
* **Steven to reach out to OMA about students joining EIC**

1. Adjourn – **Motioned by Brittland, seconded by Anna. All approved, meeting adjourned.**

Respectfully submitted, Brianna Chesser