# Equity And Inclusion Committee

Draft Agenda: **January 24, 2023, 9:00AM – 11:00AM**
Join Zoom Meeting

<https://gvsu-edu.zoom.us/j/95691758900?pwd=RzdYKzhEemR6K3RMZnpQTGNId3MwZz09>

Meeting ID: 956 9175 8900

Passcode: 849496

**Chair: Joel Wendland-Liu**

## Membership:

| **Voting Members** | Attendance |  | Attendance |
| --- | --- | --- | --- |
| Elizabeth ArnoldSabbatical (CLAS, W2023) |  | Jiyeon Suh (CLAS W2025) | X |
| Craig Clay (Padnos, W2025) | X | Anna White (Libraries W 2025) | X |
| Alisha Davis Reappointed (CHP, W2023) |  | **Ex-Officio Members** |  |
| Genevieve Elrod (KCON, W2024) | X | Ed Aboufadel (AVP Provost’s Office) | X |
| Daisy Fredricks (CoE, W2024) | X | B. Donta Truss (VP Enrollment Development |  |
| Alycia Laguardia-Lobianco (CLAS, W 2024) | X | Takeelia Garrett (Student Ombuds/Dean of Students) | X |
| Josita Maouene, co-chair (CLAS, W2025) | X | Jesse Bernal/Marlene Kowalski-Braun (AVP I&E) | X |
| Jennifer Marson-Reed (CCPS, W 2024) | X | Dana Munk (Pew FTLC):  | X |
| Jennifer Pope (SCB, W2024) | X | Mychal Coleman/designee (AVP Human Resources) | X |
|  (Student senate): TBD |  | Masego Seamogano (GSA rep) | X |

## Announcements:

1. Minutes for January 24 meeting: Daisy Fredricks
2. Documents for January 24 meeting in Blackboard (and to be sent with final agenda)

## Agenda:

1. **Approval of the agenda.**
	1. Changes of membership: Liz is on sabbatical and Alicia is on a new assignment
	2. Motion to approve agenda: Jennifer P.; Second: Genevieve. Unanimously approved.
2. **Approval of the minutes from the Dec. 6, 2022 meeting.**
	1. Motion to approve minutes: Anna; Second: Jen Marson-Reed. Unanimously approved.
3. **Discussion of membership composition of EIC. Ed.**
	1. Ed shared an email that contained some UAS bylaws about the Equity and Inclusion Committee
		1. Faculty Membership
			1. Faculty membership is fine, though CHP will need a new rep
		2. Affiliate Faculty Membership
			1. Josita asked if it were appropriate to also include affiliate faculty representation
			2. Ed noted there was an understanding that college representatives should be representing all faulty (regular and affiliate faculty)—service work is generally not a part of the Affiliate Faculty workload. Conversations with the Affiliate Faculty Advisory Committee for several years to clarify their workload: Expectation is that individual affiliate faculty will work directly with unit heads to develop their plans.
			3. Joel noted that different affiliate faculty have differing opinions on the need to do service: Some might want to engage in the hopes of gaining experience and other lines of employment; and others want to simply focus on teaching. It was noted that there can be a direct or indirect pressure on affiliate faculty to serve on committees.
			4. Jennifer P. is working on a committee that has a report forthcoming from the Graduate Faculty Workload Survey that speaks to the service asked of affiliate graduate faculty – once the data is finalized and presented to ECS (and approved) will share with EIC.
			5. Ed noted that the Affiliate Faculty Advisor Committee also had a separate survey that should yield additional important insight.
		3. GSA Representative
			1. Masego is the graduate representative
			2. Need an undergraduate representative
				1. Joel has communicated with ECS and heard that an undergrad representative has been selected, but is still waiting to hear back
				2. Ed will ask the head of the Senate at the next meeting and ask about this
		4. Staff Membership
			1. Do we want to include a PSS and AP representative to EIC, which is currently included in our bylaws OR do we want to change the bylaws?
			2. Anna W. wondered if we should ask the groups of representative if they want to hold a space on the committee.
			3. Jesse noted that it might be complicated because PSS are unionized staff. Additionally, we have 4 additional groups that are not represented.
			4. Two positions: 1) Do we find out if we want these positions filled, or 2) Do we change the bylaws? **Conversation is tabled until next meeting.**
4. **DEI reporting point. Jesse or others.**
	1. Jesse shared the following university-wide items in the chat and focused on the first two:

****

* + 1. I&E Activation and Accountability Leadership Team
			1. Faculty have received mail on this.
			2. Genevieve is a representative of UAS on this committee.
			3. This is the new team that will take the recommendations from the Network of Advisors of Racial Equity that the President founded in 2020 and move them into action.
			4. See announcement sent around MLK commemoration week; a number of actions were taken as a result of this group and the Network of Advisors.
			5. Next Steps: Folks interested in joining this work, contributing or providing feedback can reach out to Jesse (RE: 7 immediate items moving forward)
				1. Includes an external review of our hiring and recruitment processes to ensure compliance at a baseline with affirmative action—and to also provide guidance around inclusive recruitment processes. This is not to slow down hiring, but to streamline inclusive practices.
				2. Revamping the exit interview process for mostly staff and also talking with UAS and ECS about what this might look like for faculty. Third party interviews will likely be used. Found that the current data from the exit interviews is not being used—working with AALT to receive regular reports for employees who are leaving the institution.
				3. Developing a staff mentorship program.
			6. Two key things for EIC to consider:
				1. 1) we are going to change the Inclusion Advocates Program—currently meeting with Deans on how to make the changes;

Appoint a compensated position for 10-12 staff members and 10-12 faculty members who would have a higher level of training, authority, and responsibility than current Inclusion Advocates. Search committee trainings would be developed.

* + - * 1. 2) Diversity Training specifically for staff members and supervisors. Senior leadership team and the President’s Council will be participating in ongoing regular training. Eliciting further feedback on how this might scaffold down.
				2. Conversation on how it is difficult to recruit and retain faculty of color because they are paid higher salaries at other institutions and due to the climate/environment of the campus. Jesse noted that the Network of Advisors has discussed this and all of the Deans are exploring this now, but current research shows that the experience of the candidate is also another key factor—as well as additional variables (e.g., campus climate). Key factor: What the institution currently diverse?

Exploring if there might be a central fund available to increase ways to compensate employees.

Cluster hiring might also be helpful to offset some of the issues.

* + - * 1. EIC will offer recommendations, but recommendations from the Network of Advisors has moved to the [something] Activation Team that Genevieve, Takeelia, and Jesse are on and they can also provide updates as they move forward with actions, too. Will be put on the agenda soon.
		1. Climate Pulse Surveys
			1. Kevin Carmody is working with Felix Ngassa on an outstanding recommendation for a Title IX external review is taking place this semester.
			2. Kevin will be taking the lead – individuals in open forum or anonymously will be able to provide feedback over the course of the next few months.
			3. Kevin is willing to come to the group to provide feedback on the process.
			4. Working with Peter Lake (?) to complete the external review.
1. **Draft Accessibility Report review. Joel**
	1. This report was shared in a previous meeting – report has not been changed. Joel would like to pass this report along to ECS.
	2. Jiyeon raised the issue of ensuring that faculty need time, support, and resources for how to support faculty who provide accommodations for our students.
		1. Jesse noted that faculty can connect with DSR to contest the accommodations if they have implications for the larger learning environment.
	3. Josita moved to accept the report with additional language that speaks to the issue of providing more time, support, and resources from DSR.
	4. Genevieve seconded the motion.
	5. Motion approved
2. **Draft memo to ECS memo on documenting relationships revision to share. Revised recommendations for discussion.**
	1. Anna W. moved to approve the memo as is.
	2. Masego seconded the motion.
	3. Motion approved to send the memo to ECS.
3. **Draft memo to ECS on service workloads. Charge to EIC:**
	1. Josita suggested that we add three examples to the document from the different departments and/or colleges.
	2. Joel will make the changes to the memo and bring the memo back to the committee.

6. 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.

SHORE Log: 1289-2022

1. Subcommittee reports. Josita. Anna.
2. Subcommittee breakouts.
3. Announcement:
	1. Next meeting: February 7 2022: zoom link in outlook
	2. Other announcements?
	3. Good and welfare?
4. Adjourn

Meeting Documents to review (in Blackboard in the “January 2023 Documents” file).