# Equity And Inclusion Committee

Draft Agenda: **April 4, 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 |
| --- | --- | --- | --- |
| Imran Mazid (CLAS, W2023)—sabbatical sub | x | Jiyeon Suh (CLAS W2025) | x |
| Craig Clay (Padnos, W2025) |  | Anna White (Libraries W 2025) | x |
| Alisha Davis --reassigned (CHP, W2023) |  | **Ex-Officio Members** |  |
| Genevieve Elrod (KCON, W2024)— | x | Ed Aboufadel (AVP Provost’s Office) |  |
| Daisy Fredericks (CoE, W2024) |  | B. Donta Truss (VP Enrollment Development | x |
| Alycia Lobianco-Laguardia CLAS | x | Takeelia Garrett (Student Ombuds/Dean of Students) |  |
| Josita Maouene, (CLAS, W2025) | x | Jesse Bernal/Marlene Kowalski-Braun (AVP I&E) |  |
| Jennifer Marson-Reed (CCPS, W 2024) | x | Dana Munk (Pew FTLC):  |  |
| Jennifer Pope (SCB, W2024) | x | Mychal Coleman/designee (AVP Human Resources) | x |
|  (Student senate): TBD |  | Masego Seamogano (GSA rep) |  |

## Announcements:

1. Minutes for April 4 meeting: Craig absent. Josita took the minutes
2. Documents for the April 4 meeting in Blackboard.

## Agenda:

1. Approval of the agenda. 9:05
	1. Moved by Jennifer Pope
	2. Second Genevieve Elrod
2. Approval of the minutes from 3-21-23 meeting. 9:07
	1. Moved by Jennifer Pope
	2. Second Josita Maouene
3. DEI reporting point:

Since Jesse and Marlene could not be there, this reporting will be

done later.

1. Update on committee membership. Joel

Committee elections. Soliciting nominations and self-nominations.

Joel’s 3-year appointment is finished. We need to elect a new chair and the chairs of the 3 subcommittees.

No self-nomination for chair.

Jennifer will be on sabbatical next year.

Self-nominations for the subcommittees:

Subcommittee for the Teach-In: Genevieve Elrod

Subcommittee for the Website : Alycia LaGuardia-LoBianco

Subcommittee for the Diversity Report and yearly report: Anna White

Jennifer moves to accept the 3 nominations

Jiyeon second.

Jiyeon Su announces her resignation.

1. EIC diversity report: Anna. Review the report here: [Semi-Final EIC Report](https://docs.google.com/document/d/18a7O27XNMD51xk3KYaSYZNKruun_e6ZrTsmYZkRPPBI/edit?usp=sharing).
* Josita thinks that the charge on this point requires a document that will be circulated more broadly, it is called a “tool for reporting” . Joel will check with Felix about that.
* Anna presents the document:

**Results A: Ethnic identities**

“As in 2021-2022, the **starkest difference** between GVSU and the State of Michigan is in students and employees identifying as “**African American or Black**.”

However, there was a **slight increase** in both **student enrollment and hiring** in this group (+.04%) in 2022.

**Recommendation**

“The EIC recognizes that representation only provides a single facet of inclusion, but strongly **recommends** that efforts to **hire and retain faculty** from diverse groups, particularly those identifying as African American or Black, continue. “

**Results B: Gender identities**

1)“As the 2022 EIC report noted, GVSU does not collect data for the full diversity of gender identity on campus”.

Only Female, Male and not reported categories. This is a recurring issue.

**Recommendation**: Can ECS do something about this with Institutional Marketing?

2) There was an **increase** of GVSU employees choosing **not to report** their gender in 2022 (2.5%, up from 2.0% in 2021).

A discussion on the reasons ensues: poverty, impact of Coved, the committee is wondering where they could get numbers for next report: from counseling center, from individual demographics, from Replenish?

3) it is also significant that the 2021 **myGVSU Climate** Survey found that **29% of nonbinary and trans** respondents believed they had been harassed or discriminated against because of their identities.[[1]](#footnote-1)

**Suggestions:** Explore more ways of collecting the data

**Recommendations**

* Support the Division of Inclusion and Equity in their development of inclusion-focused professional development for all
* Explore how best to support and retain employees of color, particularly those who identify as African-American or Black, beginning with GVSU’s partnership with Historically Black Colleges and Universities (HBCUs)
* Diversify data collection in regards to gender identity, specifically trans\* and non-binary, and reflect that diversity on the Diversity Dashboard
* Continue support for and create clear lines of communication around scholarship and funding for faculty.
* Build systems and processes that respect and support trans\* colleagues in communication with LGBTQIA+ affinity groups on campus
* Analyze budget, usage, availability, and accessibility of campus resources designed to support student needs, such as the Advising Center, Counseling Center, Tutoring Centers, Replenish Food Pantry, and others.

A discussion follows on how to close equity gap.

Donta Truss:

Sense of belonging is essential, and not going from a deficit mindset is key.

How do we make sure the students know about all the services provided here and engage?

Dana Munk:

Faculty themselves may not know about those. How can we onboard the faculty?

1. Update: Review GenEd Equity in Learning and Systemic Racism SOL

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. [See attached documents]

Joel: Equity gap exists at the Gened level. But the perspective of the Gened Committee is that a wholistic conversation is necessary at all levels of the curriculum not just for Gened.

So the Gened committee is asking ECS to find what committee will examine the equity gap beyond the gened years.

What recommendations can our committee make to close the equity gap:

We discussed and approved the following recommendations to ECS:

* We share the GEC's conclusion that equity gaps in the assessment of SLO outcomes are not exclusive to GenEd courses but may reflect gaps across the university.
* We support the GEC's goal, to focus on increasing awareness of discrimination via the SLO they require in their courses.
* Units should be aware of, and GEC is planning to consult with FTLC about, professional development workshops for faculty to teach SLOs related to systemic inequities and related problems.
* We support the GEC's recommendation to ECS to identify a faculty governance group to respond to the crisis across the university, rather than solely focus on GE.
* We recommend that ECS implement discussions of how to use DFW reports to understand more about the trends in equity gaps that may exist at GVSU.
1. Subcommittee reports.

No committee report

1. Subcommittee breakouts.

No breakouts

1. Announcement:
	1. Next meeting: April 18, 2023: Zoom link in outlook
	2. Other announcements?
	3. Good and welfare?
2. Adjourn

Meeting Documents to review (in Blackboard in the “April 4 2023 Documents” file).

1. “2021 myGVSU Climate Survey,” *Grand Valley State University, https://www.gvsu.edu/mygvsu/2021-mygvsu-climate-survey-68.htm.* [↑](#footnote-ref-1)