

## 2024-25 Midyear Report due Jan 15

Committee name: Equity and inclusion Committee

Committee chair(s): Jennifer A. Pope

Date written: 01/03/2025

Fall meetings:

Number of meetings: 6

Dates of meetings: 9/3, 9/17, 10/1, 10/15, 10/29, 11/26

### Progress on EACH Charge (include all separately):

*(Copy this as many times as needed to complete for each charge.)*

SHORE#: 1184-2020

Charge title: Equity in Learning

Current status: *(select one)*

- Not started
- Work-in-progress
- Completed (report posted in SHORE)
- ECS presentation date (completed or scheduled)
- Revising post ECS presentation

Brief summary: *(Describe the work completed and/or conclusions reached. Not more than one paragraph per charge.)*

- We have started looking at the reports but the most recent report does not have much demographic data (only class level) so we are in communication with Giff on that. Some of us had planned to attend a meeting with student leaders but were asked by Jessie Bernal to wait until the next one.

SHORE#: 1287

Charge title: Teaching About Systemic Racism

Current status: *(select one)*

- Not started
- Work-in-progress
- Completed (report posted in SHORE)
- ECS presentation date (completed or scheduled)
- Revising post ECS presentation

Brief summary: *(Describe the work completed and/or conclusions reached. Not more than one paragraph per charge.)*

Will be worked in the Winter semester, again one issue is that the latest report from the GenEd committee does not include any real demographic data.

SHORE#: 1288

Charge title: Review of DEI-A Framework

Current status: *(select one)*

- Not started
- Work-in-progress

- Completed (report posted in SHORE)
- ECS presentation date (completed or scheduled)
- Revising post ECS presentation

Brief summary: *(Describe the work completed and/or conclusions reached. Not more than one paragraph per charge.)* Marlene Kowaski- Braune informed the committee that the online DEI staff training module is in the process of being rolled out. We had a very extensive discussion on the COACHE report and will be reviewing other reports in the Winter semester.

SHORE#: 1289

Charge title: Equity in Faculty Service Loads

Current status: *(select one)*

- Not started
- Work-in-progress
- Completed (report posted in SHORE)
- ECS presentation date (completed or scheduled)
- Revising post ECS presentation

Brief summary: *(Describe the work completed and/or conclusions reached. Not more than one paragraph per charge.)* We have had some discussions in committee meetings and will be addressing this further in the Winter Semester. We have several reports regarding faculty workload including the COACH report (the preview of which we went over in one meeting) and the study done by the Graduate Council several years ago.

SHORE#: 1468

Charge title: Leadership Training

Current status: *(select one)*

- Not started
- Work-in-progress
- Completed (report posted in SHORE)
- ECS presentation date (completed or scheduled)
- Revising post ECS presentation

Brief summary: *(Describe the work completed and/or conclusions reached. Not more than one paragraph per charge.)* A task force in the committee has created a list of the videos for the committee to review and approve. Also, we are waiting for some clarification as to who will these videos be recommended to and why.

SHORE#: 1459

Charge title: Relationship with AALT

Current status: *(select one)*

- Not started
- Work-in-progress
- Completed (report posted in SHORE)

- ECS presentation date (completed or scheduled)
- Revising post ECS presentation

Brief summary: *(Describe the work completed and/or conclusions reached. Not more than one paragraph per charge.)* As chair of EIC, I have been participating in the AALT meetings and reporting back to the EIC. In addition, Genvieve Elrod (EIC committing member) is also participating in AALT.

SHORE#: 1437

Charge title: Impact of Fertility Benefits at Other Institutions

Current status: *(select one)*

- Not started
- Work-in-progress
- Completed (report posted in SHORE)
- ECS presentation date (completed or scheduled)
- Revising post ECS presentation

Brief summary: *(Describe the work completed and/or conclusions reached. Not more than one paragraph per charge.)* A report has been created and we have discussed this in the committee, just waiting for final approval from the EIC to move in forward.

SHORE#: 1460

Charge title: Relationship with VP People, Equity, & Culture

Current status: *(select one)*

- Not started
- Work-in-progress
- Completed (report posted in SHORE)
- ECS presentation date (completed or scheduled)
- Revising post ECS presentation

Brief summary: *(Describe the work completed and/or conclusions reached. Not more than one paragraph per charge.)* I have meeting with Dr. Short twice as chair of EIC and we have invited him and the new director of multicultural affairs to our meetings. Both times resulting in a very rich and insight full discussion. Dr. Shorty will also be coming to our meeting in March.

**Additional work done beyond enumerated charges:**

*(In one paragraph, describe the work conducted and include plans for this work.)*

- EIC continued to work with the Teach-In committee to review submitted proposals and participate in the Teach-In as either presenters or hosts or both. (members were strongly encouraged to act as a host for at least on Teach-In session). I attended the Diversity and Talent Summit hosted by the Grand Rapids Chamber of Commerce on November 12<sup>th</sup>. We discussed some insights of this summit in the following meeting