

Equity And Inclusion Committee

Draft Agenda: **October 15, 2024, 9:00AM – 11:00AM**

Join Zoom Meeting <https://gvsu->

[edu.zoom.us/j/96901185868?pwd=2MQ4bbcMs1aqj8qmheTEh9YKEZGKkh.1](https://gvsu-edu.zoom.us/j/96901185868?pwd=2MQ4bbcMs1aqj8qmheTEh9YKEZGKkh.1)

Chair: Jennifer A. Pope

Membership:

Voting Members	Attendance		Attendance
Steven Dorland (CLAS, W2026)	x	Jennifer Pope (SCB W2027)	x
Craig Clay (COC, W2025)	x	Anna White (Libraries W 2025)	x
Brianna (Bree) Chesser (CHP, W2026)	Excused	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	Robert Shorty/Marlene Kowalski-Braun (AVP I&E)	xx
Alycia Laguardia-Lobianco (CLAS W2027) On leave Tess Armstrong (sub)	x	Dana Munk (Pew FTLC):	x
Britland Dekorver (CLAS W2027)	x	Mychal Coleman/designee (AVP Human Resources)	
(Student senate): TBD		GSA TBD	
Staff member TBD			

Announcements:

Minutes for October 15th Meeting: Steven Dorland

Agenda:

- I. Approval of the agenda.
Approved by White, seconded by DeKorver

- II. Approval of the minutes from last meeting
Approved by Clay, seconded by Dorland

- III. Chair Report-Jennifer
 - a. Introduction of Dr. Robert Shorty, VP for People, Equity and Culture
Dr. Shorty provided background and his plans
- IV. Discussion and questions related to the role of the new office People, Equity and Culture
 - a. Questions:
 1. *How will the combination of different divisions work under one roof?*
Dr. Shorty's Response: Each division will have their independence, they will look to figure out how do we work together, where there should be synergy and partnerships, where is there duplicity/inefficiencies, finding efficiency
 2. *How do we account to ensure all students are heard.*
Dr. Shorty Response: (I don't have anything here)
How do we make sure we are having conversations with all vulnerable groups, making sure there is greater accountability? How do we make sure there is feedback during the full process, so plans of equity and inclusivity are not taken away from other groups with less power. Important to have constant dialogue
Dr. Shorty Response: Shared governance and making sure that faculty are in the conversation related to SLT plans.
 3. *How do we ensure we are being heard, not just in a void. There is need to ensure that there are larger team building conversations, and less small hand shaken contexts*
Dr. Shorty's Response: (I don't have anything here)
 4. *How do we support faculty who are BIPOC who are not getting support for harassment. How do we make sure they are being heard*
 - *Discussion related to LIFT evals as way for students to discriminate and create power against faculty of color, who don't feel safe,*
Dr. Shorty's Response: (I don't have anything here)

Due to time constraints, we skipped to item VII

- V. Discussion on how the COACH report can be used in charge number four
<https://t.e2ma.net/click/e0cp0l/q5g9qy/2ecdy5>

- VI. Data for General Education information needed for charges one and two- what do we need to do for those charges?
a. <https://www.gvsu.edu/gened/student-learning-outcomes-339.htm>
- VII. Beginning discussion on our new charge, (ECS gave us another one 😊)
a. "Evaluate the impact on faculty/staff retention, equity, and recruitment of faculty and staff at institutions that offer benefits for fertility treatments."

Concerns were brought up about phrasing. There was a potential feeling that faculty are unheard or the focus is misguided. For example, what about other options like improved daycare. There is a feeling of it being misdirected, this would put pressure related to pushing family, discussion about adopted children, value of person is determined by ability to have family.

Some background was provided that this charge came from earlier concerns To address potential issues we were having, White agreed to chair a task force committee on the topic/concerns. Focus of committee would be to look at deeper research on child care policy. If interested, reach out to White.
- VIII. DEI reporting point. Marleene or others.
a. AALT updates/ potential collaboration looking to next semester maybe?
Kowalski-Braun highlighted there are paid student staff which can help in projects feedback related to EIC
Update on the taskforces created through the Black Students Association Town Hall
There 44 recommendations, and task forces met in summer and work is continuing
- IX. Plan the time for our face-to-face meeting
- X. Update on committee membership. Jennifer, Anna, Steven
a. Student members, AP Staff members?
Pope touched on GA grad student rep. Plan to get in touch
Dorland is waiting to hear back from OMA assistant Directors
- XI. Subcommittee breakouts. (if needed)
- XII. Announcement:
a. Next meeting: October 29, 2024: Zoom link will be in outlook
b. Because of Engineering and Computing Split, we do not have a Padnos Rep
Pope has plan to will look for new reps
c. Other announcements?
- XIII. Adjourn
Motion to adjourn, by Raymya, seconded by Kowalski-Braun