

Equity & Inclusion Committee Meeting Minutes

Date: 06/16/2020

Time: 12:00pm to 1:00pm

Location: WebEx Meeting

Members Present:

Kurt Love (Educational Leadership, Policy & Instructional Tech), Jackie Jamsheed (Accounting), Jan Bishop (Physical Education & Human Performance), Byung Lee (Criminology), Catherine Thomas (Nursing), Jelane Kennedy (Counselor Education & Family Therapy), Chee-Hoi Leong (Physical Education & Human Performance), Kate Ayotte (Learning Center), Yvonne Patterson (Social Work)

Summary of the Main Points

- The committee started the discussion centering on how it could take an active role in promoting the importance of equity, inclusion as well as social justice (including the Black Lives Matters movement).
- The committee agreed to prepare a statement to address the ongoing issue of racial injustice. Kurt (Chair) has volunteered to create an initial draft, and other members will offer feedback. This statement could also serve as an invitation to increase recruitment.
- Kurt is seeking ideas and input from committee members to address the concept of inclusion and diversity and to expand membership to include a more diverse group of individuals.
- Discussion about the possibility of diversity requirement in the School of Business
- There was some discussion on the role of subcommittee work in comparison to initiative-oriented work.
- Jan's subcommittee is continuing to work on the poster contest (with Kate, Catherine, and Jackie) during the summer.

The following summary has been provided by Kurt Love.

Initiatives for Internal Growth

- Survey all undergraduate and graduate programs to have a full picture of equity and inclusion work at the curriculum level (both undergraduate and graduate)

- Providing a very visible set of pathways that are offered through academic programs that students (current and prospective) can use in order to see how programs articulate with issues in real time
- Provide ongoing, face-to-face (online for now, of course) discussions with campus leaders in equity and inclusion (across committees, commissions, task forces, departments, and programs that are open to the entire campus)
- Provide mentorship and support, in general, for faculty (just hired through veteran) who are interested in working on this content and pedagogy (andragogy) in their coursework and curricular design
- Support a student-led council with articulation from this committee that receives their concerns and requests.
- Provide open forums for faculty to discuss efforts and concerns and visions
- Expand membership significantly on this committee in order to accomplish more efforts (at least 25% of full-time faculty and staff, all chairs and directors of organizations and programs that are equity- and inclusion-based, and all student leaders from equity- and inclusion-based student organizations)

Initiatives for Public Advocacy

- Having a standing subcommittee of faculty, staff, and students who are willing to respond publicly in real time to issues of equity, social justice, and inclusion
- Discuss possibilities of events that are open to the public that address issues of equity, social justice, and inclusion
- Take on roles that promote research-informed policy changes that support equity, social justice, and inclusion
- Having a presence at equity- and inclusion-based events around the state that extend our current outreach efforts
- Identify and enact all possible ways for each program and department to push into larger communities to build (and continue to build) relationships with key community leaders (not just businesses) to use up-to-date theory and research (our own, as well as from academia in general) to frame their decisions and practices with equity and inclusion at the forefront

Minutes submitted by Byung Lee