OLD BUSINESS

Agenda Item: Discussion of Draft Diversity Plan Goal, Commitments, and Strategies (with Metrics)

Discussion: LaKesha Alston-Forbes was present to share comments addressing the committee’s seven suggestions developed at the November 30, 2017 meeting.

The suggestions shared by the committee included:

1. Adding the ECU definition of diversity at the introductory section of the document.
2. Showing nuanced thought as to how this diversity plan will co-exist with such initiatives as “finish in four”. Are exceptions possible for diversity students, for example?
3. Under Commitment 4, certain sectors of diversity are specifically cited as those targeted for “enhancement” and “success”. We suggest that either rationale for these particular groups be listed or that all the groups listed in the ECU definition of diversity be included in this section.
4. Adding a separate commitment or another point under commitment #1 that describes a rapid and unified response plan for incidents either on campus or in the community that conflict with the ethos of diversity at ECU.
5. In conjunction with our concerns/suggestions in point #2 above, we suggest that the metrics for success be nuanced to recognize and reward progress towards diversity metrics, recognizing that with diversity comes populations that might need particular types of support and assistance for success and that this effort might not initially contribute positive numbers towards the established goals for ECU as a whole in graduation rates, etc.
6. Listing (perhaps in an addendum) the resources available to support this initiative. Those resources will determine the reasonable amount of progress that can be achieved, and therefore, the level of detail that can be included in the metrics.
7. Describing the process for data-collection and interpretation of the data, including the level of involvement that is required from individual units.
8. Recommend OED report to FS annually on plan and resulting metrics.

Suggestions 1, 3, and 6 were discussed. Revisions to the plan could address these suggestions.

Further discussion surrounding suggestions 2, 4, 5 and 7 was held. The plan may not be able to address all suggestions in detail in the current form. The plan as prepared is a way to start a coordinated effort.

Action Taken: Motion to support plan (with amendments based on comments 1, 4 and 8). Majority vote in favor. Minority vote against. Motion passes.
Assigned additional duties to: Not Applicable.

Meeting adjourned at 5:46 PM

NEXT MEETING: January 11, 2018

ITEMS TO BE DISCUSSED: Not developed at time of adjournment.