

Committee on Diversity, Equity, and Inclusion

Meeting Minutes for 10/26/2021, 3:30-4:35

Members present: Jihoun An, Sambuddha Banerjee, Sheresa Blanchard, Michael Daniels, LaKesha Alston Forbes, Amanda Klein, Angela Lamson, Puri Martínez, Dennis McCunney, Mikkaka Overstreet, Rachel Roper Cindy Shirkey, Anne Ticknor, Essie Torres

The meeting was opened by the chair at 3:30.

She started us off by looking at the top five goals that we had voted for in the poll she had created.

Goal #1

They suggested that goal #9 is related, and so everyone agreed to combine #1 and #9.

It was suggested that this group should talk to the Chancellor's OED group as part of this.

Subcommittee on DEI communication across campus

1. **PROBLEM:** There are a ton of DEI committees all over the campus doing great work. However, it is not clear what are on their annual agenda list. **SUGGESTED ACTION:** Build better communication with these committees as well as with all minority faculty organizations (like the Black faculty organization).

9. **PROBLEM:** Since the summer of 2020, there has been a dozen of anti-racism/DEI statements published by the university (including departmental anti-racism statements). These are great, but these are also a way to market an institution as diverse (Read Ahmed's work) without making any actual change. **SUGGESTED ACTION:** A sub-committee of this committee reviews all published statements, gather any deliverables promised, hold the writing body accountable/asking the writers to revisit their statements.

Members:

Michael Daniels

Sambuddha Banerjee

Mikkaka Overstreet

Goal #2

#5 is closely aligned with this; they should be combined

It was suggested that this subcommittee work with the General Education Committee because they have this on their agenda – Adriana is on that committee so we should put her on this subcommittee

Subcommittee on SOIS Evaluations

2. PROBLEM: Students evaluate women, POC, and non-American teachers more harshly and with more bias in their SOIS SUGGESTED ACTION: Framing language about bias for students before SOIS (a good model of this language proposed by Sambuddha)

5. PROBLEM: Dept chairs are not always aware of the ways in which minority faculty are penalized in SOIS evaluations based solely on their identities. SUGGESTED ACTION: Faculty evaluations and training for chairs (a good model of this is uploaded to the files)

Members:

Amanda Klein

Dennis McCunney

Adriana Heimann-Rios

Goal #3

Subcommittee on Crediting DEI work

3.PROBLEM: Faculty do not always receive proper credit for DEI work or are not encouraged to do DEI work SUGGESTED ACTION: faculty completing activities related to DEI once a year is fully and clearly articulated. Gathering information about what types of programs and activities ECU will have and recommending those we think are appropriate or recommending others for the future is very important.

Members:

Rachel Roper

Cindy Shirkey

Essie Torres

Jihoun An

Goal #4

Get list of all accessible and single use bathrooms on campus

Should have goal to have single use bathroom in every building on campus

Dean Allison Dennell is ally for committee

Collaborate with University Environmental Committee

Should not be limited to just new construction – needs to go further

Subcommittee on Gender Neutral Bathrooms

4. **PROBLEM:** Not enough gender-neutral bathrooms on ECU campus **SUGGESTED ACTION:** draft a proposal for Faculty Senate to call for ECU to commit to gender neutral restrooms in all new construction on campus

Members

Angela Lamson

Amanda Klein

Sambuddha Banerjee

Goal #6

#6 is closely aligned with #7 so they should be combined

Should look at Agreement of Engagement

Needs to be periodically reviewed

Think of it more as a guideline rather than a “Code of Conduct”

Faculty Manual has DEI requirement, but no one is regulating it. Start by getting a description of the bias training from OED.

Subcommittee on Faculty DEI Training

6. **PROBLEM:** Faculty do not always know how to effectively engage in difficult or sensitive topics centering on race, gender, sexual orientation, religion, ethnicity, physical ability, etc. **SUGGESTED ACTION:** We recommend including the adoption of this Agreement of Engagement (modified and contextualized from the allyship agreement written by the Unity Lab) by any/all Faculty Senate Committees that intends to engage with DEI work and use it a point of baseline in the instance of conflict/policy conversation.

7. **PROBLEM:** Implicit bias affects hiring, promotion, tenure, resources, grades, salary, awards, and inclusion based on race, gender, ethnicity (good data exist on these) and sexual orientation, religion, physical ability, etc. (I don't know the data on all of these). Many faculty do not believe

that bias affects careers. SUGGESTED ACTION: get training to ALL faculty. What kind of training/professional development? Some studies show that faculty are better than staff at training faculty. Need to show data that bias is real today.

Members

Puri Martinez

LaKesha Alston Forbes

Sheresa Blanchard

Every subcommittee needs to think about where we're starting and then tracking impact. Each subcommittee will present at next meeting on where they are and on roadblocks and progress.