

Committee for Diversity, Equity and Inclusion Minutes for 11/30/2021

Present: AJ An, Elijah Asagbra, Rachel Baker, Sambuddha Banerjee, Sheresa Blanchard, Michael Daniels, LaKesha Alston Forbes, Amanda Klein, Angela Lamson, Puri Martínez, Victor Mbarika, Dennis McCunney, Mikkaka Overstreet, Adriana Heimann Rios, Rachel Roper, Cindy Shirkey, Anne Ticknor, Essie Torres, Sarah Williams

Subcommittee 1 on DEI Communication Across Campus

- They wanted to create something that would facilitate sharing across campus
 - Plus make it easier to find all the DEI-Oriented groups
 - They thought to create a site in Canvas
 - Make it a whole campus page and collaborative
 - Check in with Wendy Creasy and see if this is the best platform for this sort of thing
- Look at antiracist statements and talk about how everyone is doing with them
 - Do that on discussion boards of Canvas page
- As a reminder from Puri: As a Senate Committee we can only make recommendations, we don't have authority over these committees; we can't hold them accountable

Subcommittee 2 on SOIS Evaluations

- This subcommittee first went over the recommendation from the taskforce from last year
- They looked at the economic impact of bias
- They looked at Sambuddha's framing letter they send out with SOIS evals
- They thought about roundtables to show "this is what bias looks like"
- There's a way to get into Orientation, plus there's a COAD text that they could insert a section into
 - They could add additional context into that text
 - There's also a course for all 30,000 that we could put some context into
- The biggest thing is the understanding that the university is committed to using these imperfect evaluations
- Sambuddha and another faculty member are writing a paper on being persons of color in STEM and using the SOIS evals
- There was a question about whether the worst of the comments are filtered out and it was definitively answered that they are not

Subcommittee 3 on Crediting DEI Work

- Subcommittee felt had to first establish what was available on campus as offerings for DEI
- They listed all the places they had checked
- Faculty 180 has place to house crediting mechanism
- Next steps: the larger committee should send out a message to all faculty about what they can take to satisfy DEI requirement

- Our list is available on the Teams site so everyone can use the list and/or add to it. It's called "DEI Offerings ECU" in the folder called "DEI Offerings and Credit"
 - Hopefully this will help coordinate us all

Subcommittee 4 on Faculty DEI Training

- This is about mandatory DEI training once a year for faculty so it dovetails with previous subcommittee's work
- This is what is in the Faculty Manual
- We need to create implementation language similar to distance education and create an active link for Annual Evaluations
- There need to be two waves of communication:
 - One from Faculty Senate to faculty that says: this is what is going on
 - One from this committee to faculty: here's how you do it
- Puri motioned to ask the Chancellor to postpone this requirement until 2023
- Amanda seconded it
- The vote was taken and a majority felt that this requirement should be postponed
 - Puri and Amanda will draft an email to the Chancellor

Subcommittee 5 on Gender Neutral, Accessible Bathrooms

- The subcommittee talked with Bill Koch who directed them to Bill Bagnell
- Bill Bagnell told them there are 400 single use bathrooms on campus
- Sounds like a lot, but you have to look at the location of those spaces
- All new buildings have single use, ADA compliant bathrooms
- The subcommittee looked into lactation spaces as well
- They asked Mark Rasdorf if a survey about bathroom needs had been done and he said no
- Research was shared on how other campuses have surveyed student and faculty needs for single use accessible restrooms
- It turns out that almost no bathrooms on campus carry personal hygiene products, either