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


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”
  o 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:
  o One from Faculty Senate to faculty that says: this is what is going on
  o 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
  o 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