

## Committee on Diversity, Equity, and Inclusion

Meeting Minutes for 9/28/2021, 3:30-4:45

Members present: Elijah Asagbra, Angela Lamson, Essie Torres, Victor Mbarika, Adriana Heimann-Rios, Amanda Klein, Michael Daniels, Jihoun An, Mikkaka Overstreet, Cindy Shirkey, Rachel Roper, Sambuddha Banerjee, Sheresa Blanchard, LaKeshia Alston Forbes, Dennis McCunney, Sarah Williams, Anne Ticknor

Anne Ticknor opened the meeting on behalf of Purificación Martínez. She went over how to find the charge, roster and quorum. She led us through committee expectations and then into duties for elected positions. We then held elections.

- Amanda Klein was elected Chair
- Sambuddha Banerjee was elected Vice Chair
- Cindy Shirkey was elected Secretary

It was brought up that Purificación Martínez was contacted about three goals for the committee having to do with gender, one of which was a having the committee issue a statement about the necessity of gender-neutral bathrooms in new construction across campus. This led to a larger discussion of goals for the committee which included a longer list that had been developed over the summer.

Someone mentioned that it might be problematic to concentrate so much on gender issues during a time when race is so much in the forefront of the nation's and campus' thoughts. He said that we should decide what DEI means to us. Another, in response, suggested that we have enough people on this committee that we don't have to fight against each other. We can form subcommittees of 3-6 persons and get multiple strands of work done that way.

Another person next asked about demographic data for ECU – what kind of data do we have. Various people said they would share what they have via email. OED was brought up as one possible source of information.

We were shown how to get to an Agreement of Engagement, a useful document, which listed what we should keep in mind as we're working on this committee. Perhaps the most useful takeaway was that sometimes the work might be uncomfortable.

The committee agreed that 3:30 on Tuesday is the best time to meet for the Fall term.

One person suggested we share the work of the Standing Committee that this committee is founded upon.

The Chair asked us to keep up the momentum of the committee with Teams conversations and by creating subcommittees before our next scheduled meeting on Oct. 26, 2021 at 3:30 PM.