

Meeting Minutes Committee on Diversity, Equity, And Inclusion
10/25/2022 4:00 pm - 5:00 pm

<https://facultysenate.ecu.edu/diversity-equity-inclusion/>

Attendance:

Adriana Heimann-Rios, Amanda Klein (Chair), Michael Daniels (Secretary), Jihoun An, Rachel Roper, Saulo Geraldeli, Sarah Bryson, Tricia Wilson-Okamura, Rachel Baker

Ex-officio:

LaKesha Alston Forbes, Anne Ticknor, Sarah Bryson

Format

- Virtually on Teams

-we meet as a full committee once per month on the following days at 4pm

- October 25, 2022
- November 29, 2022

-you will also meet with your subcommittee(s) as needed

- **Quorum was confirmed and minutes from last meeting approved unanimously**
- **Documents**
-located in Teams

1). Format of meeting modified to accommodate reviewing and approving professional development requirement document and campus accessibility survey.

- a. First document reviewed by the committee was the professional development requirement document.**
- b. The document was sent to all committee members prior to the meeting for comments and suggestions for modifications.
- c. Amanda compiled all comments and suggestions and presented them to committee for input.
- d. The suggestion to modify the language that, faculty will engage in one (Approved) professional development activity was not able to be modified due to this being the language consistent with the faculty manual therefore, in order for that change to take place it would require modifying the faculty manual. As an alternative, language was included to indicate what is meant by approved.
- e. Added to the document was statement indicating that the DEI committee will also have a repository of information regarding acceptable development opportunities.
- f. The committee agreed to include statement indicating that, entire departments are not required to attend the same professional development activity, faculty are free to engage in any PDA whether as a group or individually which meets their professional development.
- g. It was noted that the term continuing education be removed from the tag because the requirement is not necessarily continuing education but an annual requirement.

- h. Although department chairs are not required to approve faculty PDA requirement, it is encouraged that faculty who need additional guidance consult with their chair prior to engaging in PDA for assistance.
- i. It is noted by the committee that the PDA document is a working document which can be modified as needed to meet future changes, it is not a static document. As new issues arise the committee is aware that the document may need to be updated.
- j. Committee provided some discussion related to, if faculty members do not complete the requirement. Suggested that the same process would occur for not meeting other annual requirements therefore not additional comments needed at this time.
- k. Additional question added regarding receiving credit for leading or presenting a DEI session. Faculty members would not receive credit for leading, presenting or writing about DEI they must attend a PDA. In addition, serving on DEI committee does not meet the requirement for PDA.
- l. Motion was made to approve document with the modifications. Ann will work on including all the changes and submit to the committee for last review before sending out to all faculty. None opposed and accepted by acclamation.

2). Review of campus accessibility Survey

- a). Committee has been working on items such as single stall bathrooms, showers, access for persons with special needs, wheelchair accessibility, all gender bathrooms.
- b). The committee noted that a missing component was assessable safe lactation stations for faculty students and staff. The committee noted that with the push for enhancing diversity in future student population lactation rooms could become a barrier.
- b). It was noted that, it would be helpful to create a list of all available lactation rooms across campus as many may not be aware of the location of the space.
- c). Committee added questions to the survey to include persons knowledge of locating the lactation space, question of person's view about the safety of the spaces for students, faculty, and staff.
- d). Committee will revise survey to include the additional questions for voting at next meeting.

3). Report from committee on faculty governance related to reviewing code of conduct for content addressing issues related to diversity equity and inclusion.

- a). During initial meeting with faculty governance, feedback from the committee was not incorporated therefore the DEI committee has revisited the document for review.
- b). Although the committee is still in the process of reviewing the document, it was suggested to include information about not treating persons with hostility within the work environment.
- c). The committee will continue to review and provide update at next meeting.

4). Student representative George Cherry.

- a). Concerns about students writing derogatory comments towards people of color on a board in the dorms. The issue was not addressed by ECU Police yet.

c). Has plans to bring together all student leaders so that they can communicate with each other about the work being done which address issues related to students of color.

5). Consideration to modifying the land acknowledgement to include contributions made by enslaved Black people

a). LaKesha provided an example of another university's statement with the inclusion of the contributions of enslaved Blacks.

b). Committee will review the document and discuss at next meeting.

- **6). Next Meeting** November 29, 2022, 4:00pm

Submitted: Secretary Michael Daniels

Subcommittee reports (delivered via email after meeting)

Subcommittee on Fixed-termed Faculty Concerns

Sambuddha Banerjee, Tricia Wilson-Okamura, Michael Daniels

(Consult with Anne Ticknor)

“After our first subcommittee meeting on 10/6/22, we would like to follow this plan of action this semester. We will be focused on data gathering from the fixed term faculty about concerns and issues arising from fixed term status. After gathering this information, we will then work on specific recommendations/a resolution to the Faculty Senate to address these concerns.

We plan to compile a list of the fixed term faculty with email addresses, and send an invitation to two discussion meetings for fixed term faculty, one in late October and the other before the end of the semester. We will include a few questions for discussion (MD is drafting question)”

Subcommittee on Target X Trainings

Amanda Klein and Sarah Bryson first met to discuss Target X and its various issues. Ultimately we realized that our first step is to look at how graduate admissions work as a whole at ECU. To that end, met with James Coker from the graduate school (Kathleen Cox was supposed to be there, too, but had to miss due to illness). We found out that there is no universal training given to graduate admissions committees (and therefore no anti-bias training). Coker noted that with the imminent Supreme Court rulings on affirmative action, the graduate school will need to re-think how to best recruit a diverse student population. Once that ruling is in, we will meet again with James and Kathleen to discuss how to diversify educational opportunities for students and ensure that graduate admission committee members know how to evaluate applications fairly and with a mind towards linguistic, regional, and educational variations.

Subcommittee on Shared Interests with Faculty Governance Including (DEI in Leadership, Code of Conduct, Annual Evaluations)

Rachel Roper, Adriana Heimann-Rios, Elijah Asagbra, Anne Ticknor, Shadman Memarian

This subcommittee was formed to address 1) bias and fairness in faculty annual evaluations and 2) on diversity and inclusion in ECU leadership, especially with internal interim appointments,

often done without faculty input. We want to work with Faculty Governance Committee on these issues. They reached out to the FGC chair, Mark Bowler, to begin these collaborations.

Subcommittee on Campus Accessibility

Angela Lamson, Amanda Klein, Sambuddha Banerjee, Shadman Memarian

This committee meets asynchronously over email since our schedules have not lined up this semester. We are continuing to work on accessibility survey. Will ask for up/down vote on final draft at Nov 29th meeting.

Subcommittee on DEI Trainings

Anne Ticknor, Sheresa Blanchard, Sarah Williams, LaKesha Alston Forbes

This committee will revise the FAQ document using the committee's feedback and then will distribute.