

Meeting Minutes Committee on Diversity, Equity, And Inclusion
11/29/2022 4:00 pm - 5:00 pm

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

Attendance:

Elijah Asagbra, Angela Lamson, Amanda Klein (Chair), Michael Daniels (Secretary), Jihoun An, Rachel Roper, Sambuddha Banerjee (Vice Chair), Saulo Geraldeli, Sarah Bryson, Tricia Wilson-Okamura,

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

- January 31, 2023 • February 28, 2023 • March 21, 2023 • April 18, 2023
- Will confirm meeting times for next semester to ensure no conflicts with members' schedule.
- subcommittee(s) will continue to meet as needed

1). Meeting called to order and minutes from October meeting approved unanimously

2). Member Check in: This is allotted time for members to express any concerns or issues related to engaging in doing DEI work and get support from group. This was the first time implementing the activity and members agree that it is good practice to keep this activity as a regular part of meeting format.

3). Voting on Accessibility Survey

The committee voted on the final draft of accessibility survey. The document was sent to committee members prior to the meeting for comments and recommendations which were included. The committee voted unanimously to approve the final version.

4). Subcommittee Reports/Updates/Action Items

1). Student Representative: George Cherry report

- My work includes four initiatives: Incorporating the reading of specific personal development and anti-racist book into the curriculum required for all students to graduate. Organizing a Black President's and Leaders Roundtable to assess the needs of Black students at ECU, amplify our voices, and communicate these needs to the Chancellor. Diversifying and Destigmatizing Fraternity and Sorority Life on Campus.
- Increasing the number of Black students in the Honors College.
- So far throughout this semester, I have met with the Associate Vice Chancellor of Student Affairs, Dr. Erik Kneubhuel, the Dean of Students, Dr. Lynn

Roeder, the Department Chair of the English department, Dr. Linda Cope, the Dean of the Honors College, Dr. Todd Fraley, the Chair of this Faculty Senate committee, Dr. Amanda Klein, and the Director of First Year Programs, Mrs. Karen Smith.

- A subcommittee from the DEI committee will be formed to assist with helping student achieve agenda items noted.

2). 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

- A meeting was held with Mark Bowler to discuss the following issues.
 - 1) bias in annual evaluations,
 - 2) faculty input for various positions and internal interim appointments and
 - 3) the Code of Conduct.
1. Annual evaluations – what do Codes and department guidelines say? We need to clarify ambiguity. Workloads. Possibly also involve Faculty Welfare Committee.
Action item- Mark is drafting a letter where we ask for data for the past 5 years, numeric values for annual evaluations and race/ethnicity, gender and justify the request with data and personal stories. There may be other biases also. The letter will be circulated for input.
 2. There are regular evaluations for Chair, Dean, Chancellor, but we need evaluations for Asst and Assoc VC, Graduate School, HR, etc so that faculty can have input and administrators can have faculty input when an internal appointment is needed.
 3. (DEI) committee has provided input on the Code of Conduct. Senate leaders will take to administration.
 4. The committee also recommended that ‘exit’ interviews for people who are stepping down but not leaving the university be incorporated.

3). Subcommittee on DEI Trainings

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

- 1). Faculty Senate committee will be update on the frequently Asked Questions DEI requirement document and then sent to ECU community.

4). Subcommittee on Fixed-termed Faculty Concerns

Sambuddha Banerjee, Tricia Wilson-Okamura, Michael Daniels

- 1). Committee is planning to hold information gathering session with Fixed Term Faculty to get their input on how to enhance disparities.
- 2). Committee has developed a series of questions to gather feedback which will be sent to the full committee for review.
- 3). Committee will collaborate with other university committees focusing on the same issue to maximize efforts to create most effective intervention.

Items for next meeting:

- **Should we develop a Land Acknowledgment for Black citizens (much as we did for indigenous citizens)?**

See a model below

<https://www.diverseeducation.com/demographics/african-american/article/15108677/on-labor-acknowledgements-and-honoring-the-sacrifice-of-black-americans>

5). Next Meeting January 31, 2023, 4:00pm

Submitted: Secretary Michael Daniels