

Committee for Diversity, Equity and Inclusion Minutes for 1/18/2022

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, Rachel Roper, Cindy Shirkey, Anne Ticknor, Essie Torres, Sarah Williams

- I. **Approval of November Minutes**
 - a. Rachel moved to approve minutes from last meeting
 - b. Michael seconded

- II. **Reports from Subcommittees**
 - **Subcommittee on DEI communication across campus**
 - Nothing new to report but will have Canvas shell up and running before next meeting
 - Canvas shell will be space for sharing across DEI committees on campus
 - Will start list of groups and use Rachel's list as a jumping off point – her list is in DEI folder
 - Canvas shell is not a training space
 - **Subcommittee on SSOI Evaluations**
 - There is a requirement from UNC system that we must evaluate teaching
 - Pivoting to trying to figure out ways to make sure surveys are more equitable
 - Better training about how evaluators interpret them
 - Training students about bias
 - Trying to talk more about the structure of the survey itself
 - Faculty Senate is thinking about removing SSOI from consideration for teaching awards – right now they encourage context
 - Study just done where they looked to see what the impact was of a contextualizing statement on students and it actually had an impact
 - **Subcommittee on Crediting DEI work**
 - We have an updated list of DEI resources in the Teams site
 - Help from committee on where to go next
 - Merge this committee with Subcommittee on Faculty DEI Training?
 - Talk to Joseph Thomas about how this is accounted for in Faculty 180
 - How did you implement your training?
 - Rachel will draft a letter and send out to whole Committee
 - The monetary award should come with the DEI award
 - Also the research awards and the teaching awards should be more equitable in the amount of paperwork necessary to apply
 - **Subcommittee on Gender Neutral Bathrooms**
 - Began crafting a survey that relates to bathroom needs
 - Not adding new restrooms because of money and code
 - All new buildings have single-stall ADA accessible restrooms
 - Curious about next steps
 - Don't know what next steps ECU would be able to take in a purposeful way
 - Women & Gender Center stocks Menstruation Stations across campus – find map of them and find map of single stall restrooms

- It was decided to do survey and get data and then have it ready to use
- Subcommittee on Faculty DEI Training
 - Want this to be meaningful and worthwhile
 - Align with faculties' disciplines
 - Work with OFE
 - [Lost something here]
 - Other appropriate training that are substitutions? Open to them not being official training sessions
 - Members of this committee – would this service count as their DEI service for the year? Not sure
 - Book clubs happen in a vacuum so is there a way to measure what impact somehow?

III. New Business

- ramps in some buildings are so steep that it is difficult to climb up in a wheelchair unless the person is "strong"
 - incline of ramp for Rivers is too steep
- Walk between Biology building and new building is 25 minutes: major DEI issue about who can make it there on time in between classes because they need to run
- Rachel brought up putting DEI activities in Promotion & Tenure Guidelines
 - DEI needs to be put into evaluations

IV. Additional Action Items for 2022