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


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
     o Nothing new to report but will have Canvas shell up and running before next meeting
     o Canvas shell will be space for sharing across DEI committees on campus
     o Will start list of groups and use Rachel’s list as a jumping off point – her list is in DEI folder
     o Canvas shell is not a training space
   • Subcommittee on SSOI Evaluations
     o There is a requirement from UNC system that we must evaluate teaching
     o Pivoting to trying to figure out ways to make sure surveys are more equitable
     o Better training about how evaluators interpret them
     o Training students about bias
     o Trying to talk more about the structure of the survey itself
     o Faculty Senate is thinking about removing SSOI from consideration for teaching awards – right now they encourage context
     o 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
     o We have an updated list of DEI resources in the Teams site
     o Help from committee on where to go next
     o Merge this committee with Subcommittee on Faculty DEI Training?
     o Talk to Joseph Thomas about how this is accounted for in Faculty 180
     o How did you implement your training?
     o Rachel will draft a letter and send out to whole Committee
     o The monetary award should come with the DEI award
     o 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
     o Began crafting a survey that relates to bathroom needs
     o Not adding new restrooms because of money and code
     o All new buildings have single-stall ADA accessible restrooms
     o Curious about next steps
     o Don’t know what next steps ECU would be able to take in a purposeful way
     o 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