

2/15/2022

Committee on Diversity, Equity and Inclusion

Present: Elijah Asagbra, Angela Lamson, Essie Torres, Victor Mbarika, Adriana Heimann-Rios, Amanda Klein, Michael Daniels, AJ An, Cindy Shirkey, Rachel Roper, Sambuddha Banerjee, Sheresa Blanchard, LaKesha Alston Forbes, Dennis McCunney, Sarah Williams, Purificación Martínez, Mya Pratt, Anne Ticknor, Rachel Ann Baker, Toya Jacobs

I. Approval of January Minutes

- a. Rachel Roper moved to approve minutes from last meeting
- b. Michael seconded

II. Reports from Subcommittees

Subcommittee on DEI communication across campus

- SC collected info on DEI committees and anti-racism statements
- Toya Jacobs joined this subcommittee
- Still collecting data
- Will put out notice for help on Canvas page – who will create shell for them
- Hopefully site will be built in such a way that others can add to it – will all faculty have edit function?
- Discuss logistics: should it be Canvas or OFE Website?

Subcommittee on SSOI Evaluations

- Developed module on SSOI and key points on implicit bias
- Can put it up to students right before they take SSOI
- Need to tackle distribution next

Subcommittee on Crediting DEI work

- Want to have something sent to faculty by mid-April
- Letter sent to CDEI yesterday was updated; it was also sent approximately 10 days ago
- Letter is example that can be used by other departments
- Cindy talked to Joseph Thomas about Faculty 180 specifically about how to designate DEI work and found out it's probably set up as good as it's going to be now
- Puri says we need to look at what this group has done and think if we want to change it at all and say this CDEI committee endorses it before it goes to Unit Code Screening Committee
- Puri also thinks we need to clarify difference between this subcommittee and the DEI Training SC
- Amanda suggests we should merge
- Should we be the body that creates the guidelines for Unit Code Screening Screening Committee?

- Everyone needs to read the letter and send feedback to Rachel by next week; Rachel will send out newly edited document to all in advance of next meeting
- We will send to Unit Code Screening Committee
- Anne says people have to be informed about big changes enough to vote
- Puri says dedicate next meeting to it completely
- Sarah suggests being very intentional with communication from this group

Subcommittee on Gender Neutral Bathrooms

- Survey feedback: already identified need?
- NOT an identified need –
- Amanda: looks really good – 12 and 13: how are they different from earlier questions?
 - o Trying to get to some better understanding of the topic
- Would like to see it move forward
- Do we take a vote on it, or do we take more time with it?
- There was a motion for it to go forward.
- Amanda approved and Cindy seconded it. The committee approved it.

Subcommittee on Faculty DEI Training

- Met with Dean's Council on Feb. 8th
- Trying to work on communication piece
- Have a survey around the communication issue of urging Deans to talk to faculty
- Also curious about how Deans might want to incentivize these trainings
- The timing of the DEI training requirement coincides with ECU's adoption of a new workflow module that works with Faculty180. We will be able to pilot processes for documenting follow-through with the training requirement while we are piloting this new resource.
- Anticipate being able to get some communication out by fall at the appropriate time and throughout the year

III. New Business

- Are the two subcommittees merging? Eventually. Not this month but next.
- SC on Faculty DEI Training needs more people. Will take care that next meeting with the merger.
- Should SC on Crediting DEI work meet with Dean's Council? No.
- Next meeting: talk about new measure of ECU's success: people graduating in 4 years and also the amount of debt students accrue