

## Meeting 3/2022. DEI Committee

- Minutes of February meeting passed.
- The recommended additions of DEI to department P & T guidelines was voted and approved by the full committee. Chair explained the DEI in P&T letter voting process. 15 votes (more than quorum) were casted in favour of the draft letter. The chair explained that is a recommendation letter and it will go to the ECU Unit Code Screening Committee for evaluation next.
- Accessibility sub-committee: Angela explained the background of the meeting with Bill and updated the committee about the cancellation. After consulting with the subcommittee, she has sent a list of questions to Bill. Angela shared the list of questions that we shared with Bill. These questions included the idea of compassionate campuses (there are examples these all over the US). Bill has looked at the bathroom survey and given us feedback. The sub-committee has to follow the due process to be able to administer the survey campus wide.
- Faculty DEI training subcommittee: Anne updated the committee from this sub-committee. The sub-committee met with the Dean's committee on DEI. The Dean's committee showed engagement but has several questions, such as:

What will count as DEI training?

Who will be responsible for the content?

When will these be available?

What happens if a faculty refuses to take DEI training?

In the event of a disagreement between individual faculty and unit chair about what counts as DEI training and what due process will be in place for resolution?

If a faculty's research/work already involves DEI work, would they still need to take annual training?

Faculty180 uses "attest" to verify any DEI training a faculty has taken.

Who will have this attesting authority?

The sub-committee will work on these questions and full information will be rolled out in the Fall,2022. Rachel (Roper) informed the committee that some faculty on the medical campus requested clear definitions of each word, DEI, since it is now required. about how the words DEI are defined in ECU. LaKisha informed the committee that the OED is working on a draft with these definitions and Toya has also provided some definition to the committee already. Rachel sent this draft definition to the DEI committee during the meeting.

Angela informed the committee about a possible bug in Faculty180 this year related to the DEI training reporting format (this was not required this year, but the option was provided on Faculty180). DEI needs to show up in all the annual reports generated by Fac 180. Sarah and OFE will investigate this.

Anne proposed two new sub-committees to create an inventory for DEI events trainings available at ECU. It was decided that the subcommittee that compiled the Canvas site will work on this. This subcommittee will finish this inventory before the Fall 2022 term. The other subcommittee will find out the existing mechanisms in place for non-compliance using the DE training non-compliance procedure.

Puri informed us that by the structure of the DEI committee, we are required to present a report annually in the organizational FS May meeting, and Amanda will be presenting this year sharing information with faculty senators.

#### **Subcommittee on DEI communication across campus**

Sambuddha presented this report and Amanda took the following notes

- DEI Canvas Page was compiled by Sam, Michael, and Toya
- Inventory of services, statements and courses addressing DEI at ECU
- The subcommittee emailed departments and groups across campus to get this information
- This is a list of resources, not a commentary on DEI initiatives
- The section on courses not fulfilling the GD/DD requirements needs more entries
- Sam received several small edits which he will make to the page before making it live
- Questions posed: How will this page be made available to faculty? Where will the page be hosted? OED, OFE? Can we add it to our Senate page?
- The full committee voted to approve this page and make it live

SSOI Subcommittee: Amanda, explained how the student affairs Canvas site operates. Once the SSOI related documents are added, instructors can add this SSOI module to their class before the ssoi is administered. She mentioned a study that has shown that awareness about bias in SSOI has positive impact on students. There was a long discussion about the proposed language on this Canvas page. Rachel pointed out that there is some information (the data about driving, accident, and age) is not accurate and provided literature which shows there is a correlation between age and accidents, so that was removed. Rachel also proposed addition of a sentence to this Canvas module stating that is important for students to learn how to write professional feedback. This is based on the study that making student aware of bias. Rachel has added a review on how gender and perception on their ability to do math and science is rooted in bias. Asagbra asked the subcommittee to clarify the purpose of the SSOI as it is evident that students who are already not doing well in the class tend to fill these surveys and may be abusive to the faculty. Is there a way to increase engagement from students who are doing well?

Puri explained that the General education effectiveness committee has come up with some blurb explanation about why SSOI is used. The subcommittee agreed to look at that and adopt this language.

Sambuddha asked if it is necessary to add on the Canvas SSOI module how the SSOI scores for a faculty can affect their promotion/raise knowing that there might be a possibility that some students weaponize this information. There was some discussion on how much information needs to be shared with the students about the reason for SSOI. Michael also echoed that too much information can be used as weapon.

Sambuddha proposed humanizing the blurb directed to the students, similar to UNC medical school blurb. The sub-committee will compile this feedback and make updates to the SSOI module.