Committee on DEI Agenda, minutes   April 19, 3:30-4:32 pm

Present: A Klein, A Ticknor, Puri Martinez, R Roper, R Baker, Sheresa Blanchard, Sam Banerjee, Dennis McCunney, Angela Lamson, AJ Ann, Oghale Asagbra, La Kesha Forbes

Announcements:
Email was sent to faculty on DEI regarding SSOI. Alex Dennis student affairs said it was OK. General education committee was upset we sent this out about ssoi without consulting them since they have been working on this. Amanda will consutl with them.

Faculty don't have to work over summer if you are 9 months!
Amanda will present May 3rd Fac Senate organization mtg about our committee's activities this year.

I.   **Approved March 2022 minutes – no objections**
II.   **Reports**
Subcommitte on Gender Neutral Bathrooms & Campus Accessibility, Angela Lamson
- Attempts to meet with Campus Operations
- Report on next steps for campus survey- Bill Bagnel meetings have been cancelled and then not scheduled. Email that they would not meet with our subcommittee. Budget and personnel are limited. Chair Puri Martinez spoke with VC Coleman: Coleman will facilitate with Bagnell, Steven Gray, Rhonda Anderson. Sent times to Coleman with list of questions and responses received so far. \
- Need intro for IPAR approval, context.   Angela will put this in teams.
- Angela will draft intro and share with subcommittee, not full committee

Subcommitee on Faculty DEI Training. Anne Ticknor
- Report on finalizing a document for general guidelines for faculty and administrators about the Faculty DEI Training,
- Showed draft and revisions, with friendly edits from RR
- Amanda K asked about timeline – we want ready for fall
- Sarah W. OFE can distribute – AND Faculty Senate AND to chairs/deans
- Is there a designation that it's DEI approved? – good idea OFE would do this
- Fall subcommittee will keep working, speak with chairs
- Klein questions – are written summaries required and who evaluates it?
  (Deficit model – blame the historically udnerreprsented group HUG)
- Sam likes reflection, Prompts in Fac 180 like "how did this training affect yoru work?"
- Conversation with Chair? Approved, chair must decide, prior approval is good idea, maybe required if it's training outside of ECU.
- Puri said they have a form that will be in the FAQ, same as DE
- We can have list ECU resources and their websites (RRoper has)
- Remember some Chairs/schools don't do DE now, so need full explanation on how
- Subcommittee will tweak, and send to all and then vote
- The committee will need to (electronically) vote on this document in a few weeks

Updates on the DEI Canvas site, Sambuddha Banerjee
- There are plans to migrate this from Canvas and having a link to it on the DEI committee's Senate page
- canvas page approved
- Sent request to make available, 30,0000 people will slow canvas, so they said we can make webpage. Sam will make (SPARK) webpage, tied to a permanent email for our committee. Rachel Baker will check this. Could this be tied to FS email address? Rachel Baker will speak with Wendy Creasy about how to do this so it can be edited and transferred.
- Facutly senate could create a module.
- The idea of putting DEI on student affairs page, with a separate canvas page for faculty was discussed and rejected.
- Sam will make website
- Ticknor suggested an ECU blog site not tied to email address, Anne will send to Sam.
- No secrecy is needed for our canvas, everything can be public
- We can have list ECU resources and their websites (RRoper has)

III.   Other Discussions

Climate survey administered in Biology -Not discussesd during this meeting
- Amanda is meeting with Beth Thompson after they receive/analyze the results

DEI Newsletter -Not discussesd during this meeting
- Sam has discussed the possibility of creating a newsletter to announce new initatives, etc

Meeting with Faculty Governance Annual Evaluations
- Adriana met with Mark Bowler from Faculty Governance to figure out how our committee might work with them as they look at ways to make annual evaluations more equitable, etc
- From Mark Bowler "I think that we need to request the past five years of annual evaluation data from each department along with the recipient's gender, race, ethnicity, age, etc. I am also thinking that we also might want to similar data for faculty workload (i.e., number of assigned courses). This would probably need to be authorized/endorsed by the Provost. However, I think that an examination of potential of bias in the ratings would be something that the Provost would fully support."
- Sam said written evaluations are a problem with SOIS. Needs qualitative research.

New measures of ECU "success", as judged by UNC system   This was not discussed during the meeting
- level of student debt at graduation (Student debt will likely be higher for minority students. If ECU serves more underprivileged students, that measure will punish ECU)
- finishing the degree in 4 years (also easier for wealthier/more privileged students to finish in 4 years)
- will these measures incentivize UNC schools and ECU specifically to recruit mostly wealthy and/or white students?

IV.   New Business
Everybody should add their dei work for annual report (Not discussesd during this meeting)

Facuty input on interim leadership positions,
>   Currently it is closed door, good ole boys network making decisions, with no faculty input in REDE (over 22 entitites).
>   Interim dean search in HHP is transparent, open, good with Advisory cmte.
>   Faculty governance commte must have input on anything about such searches/deliberations
>   Interim often becomes permanent.

Note : Essie Torres is leaving ECU.

Minutes Submitted by Rachel Roper