

Meeting Minutes Committee on Diversity, Equity, And Inclusion
09/27/2022 4:00 pm - 5:00 pm

<https://faculty senate.ecu.edu/diversity-equity-inclusion/>

Attendance:

Elijah Asagbra, Angela Lamson, Adriana Heimann-Rios, Amanda Klein (Chair), Michael Daniels (Secretary), Jihoun An, Rachel Roper, Sambuddha Banerjee (Vice Chair), Saulo Geraldeli, Sarah Bryson, Tricia Wilson-Okamura, Shadman Memarian

Ex-officio:

LaKesha Alston Forbes, Anne Ticknor, Sarah Bryson

Format

- Virtually on Teams

-we meet as a full committee once per month on the following days at 4pm

- October 25, 2022
- November 29, 2022

-you will also meet with your subcommittee(s) as needed

➤ **Minutes from last meeting approved unanimously**

➤ **Documents**

-located in Teams

1). Agreement of Engagement

The committee reviewed the agreement of engagement prepared in 2020/2021 by previous Exploratory Committee on Diversity and Inclusion. This agreement was developed as a frame of reference a committee can use for conflict/conflict resolution.

Motion to approve agreement: Rachel Roper Seconded: LaKesha Alston Forbes

Passes unanimously non opposing.

Will place document in Teams folder, committee webpage and attached to minutes

2). New Business:

Review of items which committee and sub-committees will work to complete for the coming semester and year. We reviewed items from previous semester which the committee has continued to work on:

a. **Campus accessibility:** Mobility, single stall bathrooms, lactation rooms for nursing mothers

Sub-committee members: Angela Lamson, Amanda Klein, Sambuddha Banerjee

b. **Required DEI trainings**

Sub-committee members: Amanda Klein, Sheresa Blanchard, Anne Ticknor, Sarah Williams, LaKesha Alston Forbes (discussion with entire committee)

c. Review of SSOI reports to ensure equity

Subcommittee members: Amanda Klein, Adriana Heimann-Rios, Dennis McCunney

Committee reviewed list of new items to address for the coming year. The items are a compilation of issues which the committee created and issues which have been submitted to the committee from faculty and staff in the ECU community. A list of the items is attached.

Committee chair recommended following same format of forming sub-committees to handle each of the items. The sub-committees will then report back to the large group. Each sub-committee will appoint a lead person to report at the scheduled full committee meetings.

3). The following issues were presented as concerns, accepted by committee to address, and sub-committees was formed.

- a. Shadman Memarian reported there was a lack of spaces on the hospital campus where mothers could nurse their children. Not only were there limited spaces, but there is also a lack of supplies such as breast pumps, refrigerators and other sanitary items needed for nursing mothers. It was also noted that faculty and staff expressed concerns about the lack of available childcare on campus or access to affordable childcare for employees. Although in the past there has been inadequate support for establishing additional day-care options Anne Ticknor and Lakesha Alston Forbes reported that there is new interest and greater support in thinking about the feasibility of establishing daycare options. This is a major issue as we look at the changing dynamics of student population. In thinking about increasing the number of Veteran, Hispanic, African, American and adult learners, accessible childcare is a barrier for many.

➤ Elijah Asagbra informed committee that (Child's Place Daycare) offer discounted rates to the ECU community

➤ LaKesha Alston Forbes informed the group about a committee which is also working to the possibility of drop in daycare options and will provide information about the committee to create possible collaboration.

➤ Suggestion was made, that committee identify all available spaces available on campus for mothers to nurse and then determine need for additional locations.

b. **Existing Subcommittees rolled over from 2021/22**

Subcommittee on Campus Accessibility

Angela Lamson, Amanda Klein, Sambuddha Banerjee, Shadman Memarian Shadman

Subcommittee on DEI Trainings

Anne Ticknor, Sheresa Blanchard, Sarah Williams, LaKesha Alston Forbes

Subcommittee on SSOI Bias

Amanda Klein, Dennis McCunney, Adriana Heimann-Rios

New Subcommittees for 2022/23

Subcommittee on Fixed-termed Faculty Concerns

Sambuddha Banerjee, Tricia Wilson-Okamura, Michael Daniels
(Consult with Anne Ticknor)

Subcommittee on Shared Interests with Faculty Governance Including (DEI in Leadership, Code of Conduct, Annual Evaluations)

Rachel Roper, Adriana Heimann-Rios, Elijah Asagbra, Anne Ticknor, Shadman Memarian

Subcommittee on Target X Trainings

Amanda Klein, Sarah Bryson

4). Reports from Sub-committees

Update on University Code of Conduct by Anne Ticknor:

Feedback was provided last year related to the code of conduct, meeting will be held on 09/28/2020 to discuss how the feedback was utilized and incorporated. It was suggested that the DEI committee review the document citing the lack of discussion or mention of diversity equity inclusion information or language which is concerning. The DEI committee could offer the inclusion of DEI.

Target X Trainings

Amanda met with James Coker in the spring. Focused on whether and how they include DEI training for members reviewing applications was available and noted that DEI is not apart of the training process. He reported that the system is “not ideal” nor “perfect” had had to be pushed through quickly but is still a work in progress. The current system does capture information related to race, gender, and ethnicity.

Sarah Bryson who works with Target X suggested that the DEI committee engage with Target X group to provide feedback on including DEI language in their training while they are in the process of building the system rather than waiting until later.

DEI Trainings Subcommittee: Anne Ticknor

During Faculty Senate meeting the word (training) in the language for the required DEI component of evaluation was problematic in that it connotated one being indoctrinated to a belief therefore instead of referring to it as training a more appropriate language would be (Professional Development Activities) this language is more in line with the way the original policy was derived.

The committee has begun developing a frequently asked question section related to the new Professional Development Activities requirement.

Additional discussion on how to ensure faculty are able to discuss how the PDA relates to one's research, service and teaching which is an optional component.

Committee is also working on completing a statement which could be placed on events designating the event as one which would meet the requirements for PDA.

Committee has begun strong marketing efforts to continue informing faculty about the PDA requirement by talking to deans and encouraging discussion in faculty meetings.

Anne Ticknor: informed committee that the Strategic University Refresh will occur soon and it something the committee should be aware of.

5). Next Meeting October 25, 2022, 4:00pm

Submitted: Secretary Michael Daniels