

Meeting Minutes Committee on Diversity, Equity, And Inclusion
02/28/2023 4:00 pm - 5:00 pm

<https://facultysenate.ecu.edu/diversity-equity-inclusion/dei@ecu.edu>

Attendance:

Elijah Asagbra, Angela Lamson, Amanda Klein (Chair), Michael Daniels (Secretary), Jihoun An, Rachel Roper, Saulo Geraldeli, Sarah Bryson, Tricia Wilson-Okamura,

Ex-officio: LaKesha Alston Forbes, Anne Ticknor, Sarah Bryson, Sheresa Blanchard

Format

- Virtually on Teams

-we meet as a full committee once per month on the following days at 4:00 pm

- January 31, 2023
- February 28, 2023
- March 21, 2023
- April 18, 2023

1). Approval of January Minutes: Minutes were approved unanimously

2). Member Check In: Important segment of meeting in which Chairperson acknowledged challenges of advancing DEI initiatives and give space for members to discuss any personal concerns. During this session chair, Amanda Klein reiterated the importance of members taking care of their own wellbeing and if the current committee work becomes to taxing it is okay to rotate out and still be a valued contributor to DEI work.

3). Committee work

- How can we make this labor effective?
- How can we make the labor flexible?
- How can we make this labor equitable?

Chair Amanda Klein, lead discussion about how the committee could be more effective flexible and equitable in how we are approaching our DEI efforts. Making workload equitable could reduce any undue stress about serving on the committee. Most members expressed that the current level of commitment was not overbearing however, expressed desire for more clarity about the overall goal of the committee. Chair will send out list of all sub committees to help members get better clarity on how they can most utilize their efforts on the committee.

4). Updates on Linguistic Justice Letter/Pushback to DEI Initiatives/Board of Governors resolution on “compelled speech”

The committee engaged in discussion about how the recent vote by board of governor’s related to “compelled speech” will impact current work of the DEI committee. Faculty senate chair Anne Ticknor provide update on a resolution which was discussed in response to the possible negative implications the board of governor’s vote on the “compelled speech resolution.” Further guidance will be forthcoming on the specifics of the board of governor’s resolution. Because there has not been any official push back on current work of the committee thus for it is recommended that the committee continue to move forward with all work unless efforts become challenged.

Amanda reported that the Linguistic Justice Letter was removed because it violated the “ECU public facing policy” any document with can be viewed by the public must be vetted by the university. It is important to note that writing centers across the country have been targets for those who do not support DEI efforts because they are often the ones how craft DEI statements and documents.

5). Developing a Labor Acknowledgment for Black citizens

Thanks to Rachel Roper for her work on moving this initiative forward. A subcommittee was formed to work on researching the history of the contributions of Black citizens in the development of ECU. Based on the gathered researched history, similar to the current land acknowledgement it suggested that a labor acknowledgement be established also. Members of the subcommittee expressed that they were not interested in simply creating a statement without including some action concepts in conjunction. Some of the activities could be information about the contributions of Black citizens, information about the importance of having a Labor Acknowledgment statement. The goals of the committee are 1). Developing an acknowledgement statement 2). Develop program centered around the purpose of the statement 3). Creating a plaque to recognize labor of Black citizens.

6). New Subcommittee on Salary Equity

- We need at least 2-3 volunteers to serve on a subcommittee that will work with the Senate Budget Committee and Faculty Welfare Committee looking at ways to combat the extreme salary compression and inversion

This committee is interested in reviewing salary equity and salary compressions. ECU continues to be lower than other universities throughout the UNC system. Previous reviews did make some corrections however, it is one which continues to be and issue.

7). Subcommittee Reports/Updates

- **Subcommittee on Fixed-termed Faculty Concerns: Sambuddha Has agreed to chair this committee.** Tricia Wilson-Okamura provided the following update. Meeting was held with faculty budget personnel to discuss how the budget decisions impact fixe-termed faculty. Discussed how summer contracts are not always equitable, nor to use of multi-year contracts. The committee proposed having listening session for fixed termed faculty to gather their input and concerns about equity, in workload and duties and concerns specific to them. It was suggested that session for fixed-termed faculty in the school of medicine be separate as their concerns may be vastly different. The committee discussed options about how to get the most participation for the listening session, indicating that it may be helpful to do in-person and virtual session. Committee also, discussed the work being done by other focusing on fixed-termed faculty related to summer funding, as well as multi-year contracts.
- **Subcommittee on Shared Interests with Faculty Governance Including (DEI in Leadership, Code of Conduct, Annual Evaluations)**

Rachel Roper provided update indicating that information has been sent to Mark Bowler who would evaluate information to determine if there was bias related to race or gender.

She discussed the challenge Mark is having gathering the necessary data related to evaluations which hinders progress in gathering findings.

- **Subcommittee on Campus Accessibility:** Update from Angela Lamson indicating that the committee has continued to expand beyond its original goal to include various forms of accessibility. The committee has also received approval for the campus survey they have been working on and it is now considering the best way to have it disseminated to the campus community.

8). New Business?

Discussion about the Office of Faculty Equity and Diversity will no longer report at faculty senate. It was stated that the information normally presented is already available therefore it was redundant, and faculty can access the information if they wanted to. Will continue discussion for next meeting.

LaKesha Alston Forbes reminded everyone that the mandatory harassment and discrimination training coming out is not connected to the required annual DEI learning.

Next Meeting March 21, 2023, 4:00pm

Submitted: Secretary Michael Daniels