

**Meeting Minutes Committee on Diversity, Equity, And Inclusion**  
**03/21/2023 4:00 pm - 5:00 pm**

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

**Attendance:**

Angela Lamson, Amanda Klein (Chair), Michael Daniels (Secretary), Jihoun An, Rachel Roper, Saulo Geraldini, Sarah Williams, Tricia Wilson-Okamura, Sambuddha Banerjee

**Ex-officio:** 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 February Minutes:** Minutes were approved unanimously

**2). Member Check In:** Discussion focused on the recent UNC Board of Governor's request of all universities to provide information on any activities related to DEI work. Examples of some of the kinds of information being requested/questions being asked: are the trainings optional, or required, how much money was spent on the program and what were the objectives of the training. The requested information will need to be submitted within one week. This information will come mostly from OFE and OED. This request appears to be part of a larger agenda by the BOG which has the potential to impact DEI efforts of the committee. There is not a specific impact at this time on current DEI efforts however, such actions appear to be the same tactics utilized in other states to curtail DEI progress. It was noted that ECU's DEI expenditures are very minuscule. Link to article detailing the information requested by the BOG is attached below <https://www.chronicle.com/article/north-carolina-lawmakers-want-details-on-uncs-diversity-training>

Sarah Williams OFE indicated that they are retrieving the requested BOG data mostly from Corner Stone platform. There is no significant cost to doing the programming they do because the trainings are mostly provided by faculty who volunteer their time. Most all trainings offered by OFE are completely optional and there are no requirements for people to participate. OFE will submit their report to the Provost who will in turn submit the information to the BOG. The Provost's office will review the trainings recorded in Cornerstone and the professional development opportunities indicated by OFE to determine which ones are applicable for the report ECU has been asked to submit. OFE will reach out to individuals who helped sponsor workshops for any additional information when needed.

**I. Developing Guidance in the wake of the "Prohibition to Compelled Speech"**

Committee discussed issues surrounding the passing of the bill related to "Prohibition to Compelled Speech"

- a. Discussed what is the definition of compelled speech, which the committee interpreted as any activity which dictates how one should believe. Informing someone about different concepts is not saying a person must accept the concepts as their beliefs it is providing education about the idea.
- b. Asking someone to submit a statement about their beliefs about and issues such DEI under the new bill would be considered compelled speech.
- c. Protesting does not fall under the guise of compelled speech and does not impact freedom of speech if it follows the guidelines of the university.
- d. If someone has something written on the CV/Resume related to a specific issues DEI or other, clarifying questions can be asked.
- e. It was suggested by Anne Ticknor that the committee develop guidance for faculty on interpretation and application of “Compelled Speech” In addition, and present to senate and distribute to different departments throughout the university.
- f. Amanda will create a google doc to initiate the process for committee members to submit ideas about which information we would like to see included in the guidelines document.
- g. Providing guidance to faculty about the limits and barriers of “Compelled Speech” could be very beneficial to in mitigating anxiety and fear about what they can and cannot say.

## **II. Updating our Charge**

**The below request was submitted by committee member Rachel Roper please review. The committee voted to table the voting on the recommendation until after consulting with OED LaKesha Alston Forbes at next meeting, who can provide additional guidance on how to better address the recommendation.**

From Rachel Roper “At our last meeting, the senate voted to not have the ECU office for equity and diversity give a report of diversity of the faculty to faculty senate anymore stating the rationale that we now have the C on DEI of which I am a member. This is a change from resolution 13-35 approved in March 2013 that was passed to have OED present a report on faculty diversity and also on what activities they are doing to increase diversity.... It’s super important for OED and our committee to watch the data annually to see how we’re doing. It’s important for us to talk to the full Senate about this too! It raises awareness for all.”

She suggests we add this to our charge:

“In response to resolution 13-35, the cDEI will request that ECU’s Office for Equity and Diversity give a report on diversity of the faculty to cDEI and we will present a report on faculty diversity to Faculty Senate annually.”

## **III. Subcommittee Reports**

\*denotes the subcommittee’s point person/chair

### **Student Representative**

George Cherry: Reports he has been in contact with Dr. Martinez to discuss Quality Enhancement project. He is continuing to work on project of incorporating reading of books related to anti-racism in courses. George reported he ran for SGA president, although he did not win it increased voter participation on campus and reported it was a good learning

experience. George was encouraged to contact committee members if he needs help with projects in the future.

### **Subcommittee on Fixed-termed Faculty Concerns**

Sambuddha Banerjee\*, Tricia Wilson-Okamura, Michael Daniels

- a. Committee meet with faculty budget office Megan, in which several irregularities between fix-termed faculty and tenure track faculty.
- b. Tenure track promotion raises are standardized
- c. Noted that there are several committees across campus focusing on issues related to fix-termed faculty therefore, it will be important to collaborate with other entities as to not duplicate efforts.
- d. There is significant variation in titles identifying fix-term faculty (part-time fixed term, full-time fixed term, adjunct, visiting) these titles sometimes create challenges because they do not provide clear directions towards possibilities for promotion.
- e. Committee proposed two in person listening sessions with fix-termed faculty members this semester to gather information from their perspective on challenges of fixed term faculty.
- f. Committee discussed reviewing the demographics of fixed term faculty to determine if marginalized groups are overrepresented in this category.
- g. It was stated that Part Time Fix-term faculty are not reported on labor to the labor department as receiving a salary from ECU. This impacts the work of committees to accurately gather data and obtain correct information on how fix term faculty are impacted.

#### **IV. New Business? No new business.**

#### **V. Items for next meeting:**

##### **Subcommittee on Salary Equity (needs more members!)**

Sara Bryson

##### **Subcommittee on Creating a Labor Acknowledgment**

Amanda Klein, Rachel Roper\*, Michael Daniels, Angela Lamson

##### **Committee taking charge of reporting DEI efforts to faculty senate**

**Next Meeting April 18, 2023, 4:00pm**

Submitted: Secretary Michael Daniels

## **Questions for Fixed term meeting**

FTF subcommittee, Faculty Senate DEI committee

Advancement – What do you think about the opportunities offered to fixed term faculty for advancement in rank? There are welcome adjustments in the tenure decision expectations since the pandemic. Are there similar provisions extended to FTF renewal/advancement process in your unit/school?

Representation in unit personnel/decision making committees- Are FTF represented in the personnel and other heavy lifting/career decision making committees in your unit/school? Is this something you would like to see happen?

Climate – What do you think about the cultural climate at ECU, in your college, and in your department? (This also includes issues like award nomination and highlighting FTF labor by the respective unit/school)

Policy – If you were working on university policy for fixed term faculty, what improvements would you propose?

Support/mentoring (especially towards new FTF)- If your workload has increased since the pandemic, what type of systemic support/mentoring was provided to you to deal with the increased workload?