

Equity and Inclusion Advisory Council
Minutes
July 16, 2020

Present – Chassidy Cooper, Felipe Fiuza, Adrianna Guram, Kim Maturo, Jean Rushing, Joe Sherlin, Laura Terry, and Phyllis Thompson.

Not Present – Keith Johnson, Mary Jordan, and Antonio Rusinol

- I. **Call Meeting to Order** - Chassidy Cooper called the meeting to order.
- II. **Approval of Minutes** – A motion was made by Joe Sherlin, and seconded, stating “I move that the minutes of the June 17, 2020 meeting be approved as distributed”. The motion carried. In keeping with open lines of communication, the approved minutes will be uploaded to the Office of Equity and Inclusion website.

Old Business

- III. **2nd Annual Equity and Inclusion Conference** - Phyllis Thompson shared that each of the sessions will begin and end with a slide so there is a process/intentional way to begin/end each session. Phyllis Thompson reminded council members to register for the conference. She noted that on the conference website there is a place that lists partners. Phyllis Thompson encouraged members to see if their units could provide any additional funding for the conference. Adrianna Guram has scheduled training with Academic Technologies Services for those individuals who will be working as administrative support for a session. These individuals will be in the background making sure that all the technology is running smoothly, welcoming people, etc. It is hoped that all council members will volunteer for this role and attend a training session on either Friday, August 7th, 2:00pm-4:00pm, Monday, August 10th, 9:00am-11:00am or Thursday, August 13th, 1:00pm-3:00pm. Chassidy Cooper added that diversity champions can serve in this volunteer role. She also noted that as keynote and other speakers are confirmed the conference website is being updated.
- IV. **Strategic Plan** - A revised 2020-2022 Office of Equity and Inclusion strategic plan was shared with the council members. Comments included: (1) should there be an accounting of the budget all through the document to determine the cost of equity and inclusion on the campus and compare it to the actual allocated budget; (2) a recommendation was made to work with Michelle Byrd regarding the campus climate assessment and explore if public safety should have some involvement in the bias incident response assessment; (3) the role of diversity champions; and (4) the retaining of an expert lawyer/counselor in immigration laws/issues to serve/assist international scholars, students, staff, faculty with concerns and questions, and to work collaboratively with international programs, the multicultural center, admissions, etc. The document will be presented to the faculty senate this fall.

New Business

- V. **Evaluation of Events** - Chassidy Cooper shared that there were 35 attendees at the Lunch and Learn Session on July 14th presented by Mary Little, Director of Disability Services, titled *Reframing Disability*. Felipe Fiuza reported that the Hispanic Student Day where 400+ high school students come to campus to learn about college life will be moved from the fall semester to the spring. He plans to do zoom recordings on college life, etc. to send to the schools. Felipe Fiuza confirmed that the local Umoja Festival has been canceled. Laura Terry added that the Festival planning committee is looking at the possibilities of doing some activities throughout the year.
- VI. **Recruitment of Diversity Champions** - The Diversity Champion questionnaire has been posted on the Office of Equity and Inclusion website. Members are encouraged to direct individuals to the questionnaire to express their commitment to partner with the office on matters of diversity, equity, and inclusion. Chassidy Cooper reported that several people across campus have already submitted a completed questionnaire. Diversity Champions can assist in diversity training, support the annual conference, or be a contact in a college/department.
- VII. **Next Meeting Date** – Thursday, August 18, 2020, 2:30-4:00pm, via zoom.
- VIII. Meeting adjourned at 3:30pm.

Respectfully submitted by: **Kim Maturo**