

Diversity and Inclusion Committee

Meeting Minutes 11/6/19

Present: Agnes Brannan, Aida Garcia Cole, Andra Basu, Asia Wright, Cornelia Sewell-Allen, Debbie Smith, Dorian Royal, Eli Marc, Elizabeth Hall, Gene Kelly, Jahaira Stoute, Janya Dimanlig, Jason Engerman, Jevon Mitchell, Kathy Perrine, Katrin Wolfe, Kim Roselli, Leon John, Millie Roman-Buday, Naimah Stevens, Sandy Shaika, Sarah Pomales, Selena Hines, Shannon Frystak, Stacey Grant, Santiago Solis, Stacy Hoyt, Stephanie French

1. Approval of 10/2/19 Minutes
2. Dr. Santiago Solis, Vice President for Campus Life and Inclusive Excellence, thanked the committee for their commitment.
3. President Welsh thanked the committee and reminded everyone how important it is for our students to know that ESU is a home for them. President Welsh commented on the success of the first two social mixers.
4. Inclusion Poster Project
 - David's and Storm's classes will be meeting next week to get posters up after Thanksgiving break
 - Discussion on the pre- and post- communication to campus about the project
 - Discussion on forum – suggestion to advertise date early and also on the description
 - ESU logo will not appear on the poster but will appear on the artist statement
 - Students choose location for their poster – goal is site specificity
 - Discussion on making tour guides aware of the project
5. D&I Retreat
 - Opportunity for discussion
 - Progress in subcommittees
 - Incorporating campus climate survey results
6. Subcommittee Reports
 - Access and Equity
 - Creating a more diverse faculty and staff by offering training for search committees and by having D&I representation during hiring process
 - Subcommittee reached out to PASSHE schools to get ideas
 - Discussion on expanding the one diversity question in the interview process
 - Suggestion on D&I representative presenting bias piece and teaching search committees to look through and inclusive lens

- Suggestion that training be required to be on a search committee
- Suggestion to have someone from D&I meet with the department before the search
- Suggestion for D&I conversation to be lunch or dinner during interview
- Discussion on standardizing process and checks and balances
- Let Cornelia know about any non-diverse search committees
- Campus Climate
 - Digital Signage – Sandy is working on email to campus so staff and faculty can download
 - Project Lemonade – discussion on promotion ideas (resources needed)
 - Subcommittees were told to create a budget proposal if funds are needed
 - Climate Survey – conversations on religion, politics and disability because of results – focus groups will be created in those areas
 - Certificate for faculty, staff, and students
- Diversifying Curriculum
 - Certificate – suggestion to keep it in Sociology and Shannon has met with someone from the curriculum committee
- Student Initiatives
 - Bloomsburg Conference – Implement “Do It For The Culture” conference
 - Isolated trainings (like Safe Zone) – micro aggressions, bias, overcompensation, etc.
 - Working with administration on book affordability
 - Possibility for changing name of “Columbus Day”

7. Black Lives Matter: Action Week – Tabled

8. Recruitment Updates

- Cornelia reported on the two recent faculty recruitment events in Atlanta and Newark.