

East Stroudsburg University
Diversity and Inclusion Committee Minutes
February 5, 2020 3:00 p.m.

1. Welcome
2. Committee Goals/Action Plan
 - Committees were asked to tell Bill and Cornelia about subcommittee meeting times
 - Budget requests are due February 21
3. Subcommittee Reports
 - a. Campus Climate – Attendance is an issue.
 - i. Focus groups
 - ii. Programming audit – checking for disparities
 - iii. Expanding and promoting Project Lemonade – first speaker on campus – 19 faculty/staff who have donated. \$398 was raised.
 - iv. Investigating signage issue – Sandy went to admissions and signs are not there.
 - v. Warrior Clothing project
 - b. Diversifying Curriculum – Attendance is an issue.
 - i. Laura met with a member of curriculum committee. They are going to come up with measurable outcomes that the students need and then see if there are courses that work.
 - ii. 2nd certificate on table for discussion – faculty. They have looked at other schools for ideas. Discussion on idea of tying certificate to promotion and tenure and how certificate needs to be incentivized.
 - iii. Let Laura know ideas for faculty/staff workshop.
 - c. Access and Equity
 - i. Work towards diversifying faculty through training program for faculty who are on hiring committees.
 - ii. Work toward retention of diverse faculty through mentoring program. Discussion on attending to just faculty or faculty and staff? Could they get a guideline for hiring practices?
 - iii. April 1st – speaker from Lehigh – hope to have D&I members be trainers by the fall.
 - iv. Goals of mentoring need to be established.

- v. New faculty members are now meeting with Cornelia and/or Santiago.
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- 4. Diversity Signage – Discussion on the new sign. Committee concluded that we need to know what we are using it for beforehand and the intention behind it.
 - 5. New Faculty/Staff Orientation – Committee members will attend orientations to give presentation
 - 6. Training/Conference Opportunities
 - a. Worktime commitment – Committee members were asked to let Cornelia know if they are not allowed to attend something
 - b. REI – Cornelia is looking at a training the week of Spring Break
 - c. Latinx Symposium – Committee members were asked to let Cornelia know if you want to go as a group
 - 7. Cultural Experience Trip – Ghana Spring 2021 – Working on timeline and information sessions and fundraising opportunities
 - 8. Challenges – Discussion on tension with staff about goal to support students of color