

# **ESU Diversity and Inclusion Committee Meeting**

## **7/1/2020**

Present: Gene Kelly, Cornelia Sewell-Allen, Stephanie French, Shannon Frystak, Bill Bajor, Debbie Smith, Selena Hines, Laura Kieselbach, Leon John, Kim Roselli, Sandy Shaika, Stacey Grant, Lyesha Fleming, Aida Garcia Cole, Millie Roman Buday

### **Community Check In**

- Members explained that it is hard to plan for a course if you don't know if it's face to face or virtual
- D&I meetings will continue to be Zoom until further notice

### **Membership**

- We need to hold each other accountable
- Let Bill and Cornelia know if members are not active
- Committee engagement opportunities
  - New Employee Orientation
  - New Faculty Orientation
  - Training for search committees – Cornelia is looking for a core group, CMA included as trainers for Zoom session in July. Debbie, Laura, and Leon offered. Gene recommended two faculty.

### **Engaging Our Students**

- Cornelia explained that engagement is difficult during this time and asked members to report ways they are engaging or planning to engage students
- Creating a piece in the fall that can be edited and pieced together – “ESUnited” Cultural legacy of students involved
- Alumni – Virtual experience because Homecoming probably isn't happening. Will be working with CMA for ideas
- Women of Color – Career Development has been putting Zoom calls together to engage those students (NCNW)
- Career Development will be back on campus in August. Frustration that we aren't planning to end at Thanksgiving
- We need to empower our student leaders
- Kim asked how community feels about ESU students being back on campus in the fall
- Have we sent a survey to students with scenarios asking them about their concerns
- There will be a focus on explaining to students that they will lose on-campus privileges if they don't wear masks

## Committee Reports

- Certificate – D2L site is set up. Registration button will be created on D&I website. First meeting with College of Education is set up. Schedule an info session in August to alert people to expectations for certificate. Subcommittee and UR are working on flyer. Machform will go to Millie.
- Climate – looking for new subcommittee chair – Selena volunteered.
- Mentor Program – 13 faculty members that provost has invited. We have heard from 7 of them. We included second year faculty as well. Finalizing list. 10 volunteers who have signed up to be mentors. Will be reaching out to other faculty. Created a matching form. Virtual mixer with mentors and mentees and/or something outside.

## Open

- Suggestion for campaign to tie together BLM and commitment to safety. Idea to partner with student leaders. Santiago and Cornelia are in contact with athletics and athletes are organizing and leading events. Those might be good opportunities.
  - Know Your Rights
  - Football Team Fundraiser
- Training for Campus Police – end of July
- 2<sup>nd</sup> Training for Campus Police will involve students and 3<sup>rd</sup> training will bring in CAPS
- Search Committee Training
- Call with Mary Frances about using community organizations for help with resources
- Zuri's video was posted on social media today
- Gene asked how often we want to do Campus Climate survey – Cornelia will ask Rob