

East Stroudsburg University
Diversity and Inclusion Committee
Minutes – December 1, 2021

Present: Lorraine Arocho, William Bajor, Nurun Begum, Tanya Carmella-Beers, TJ Demirciftci, Dylan Doran, Faith Dorsey, Ly Fleming, Stephanie French, Stacey Grant, Storm Heter, Selena Hines, Esosa Irowen, Laura Kieselbach, Josie Kraemer, Monica Manchester, Jevon Mitchell, Nicole Rogai, Kim Roselli, Dorian Royal, Sandy Shaika, Jennie Smith, Lauren Stemler, Jimmy Terwilliger, Ariel Tucci, Artress White, Samantha Williams, Debbie Zapatier

Absent: Caroline Dipipy-Hoy, Jason Engerman, Shannon Frystak, Aida Garcia Cole, Elizabeth Hall, Stacey Hoyt, Eric Lee, Angela Pender, Jessica Santiago, Marla Simmons, Shade Stokes-Campbell Sylvester Williams, Web Xu

Introductions

- Each committee member identified themselves and department.

Community Check-In

- Initiatives and Priorities
 - It was decided that the initiatives and priorities could be discussed during subcommittee reports
 - Workshop and Training Proposals
 1. It was stated that if anyone was interested in facilitating a workshop/training or a topic that you are interested in seeing please submit a paragraph of the training/workshop to Selena by email along with dates, times and zoom link.
 - a. Anti-Bias training is also a part of the training and it is required for each new employee to complete within the first 30 days of being hired.
 - b. The D&I workshops are here to support the certificate but you can take any workshop without being enrolled in the certificate.

- c. It was stated it is up to the discretion of the facilitator whether they would like to have the workshop in person or by zoom link.

Subcommittee Reports

- Access and Equity – Co-Chairs Storm Heter
 - Access and Equity subcommittee is responsible to make ESU accessible to students, faculty and staff. It was stated that the committee needs to be rebuilt because Storm Heter will be on sabbatical in the Spring. Stacey Grant's name was mentioned to be a co-chair.
 - Worked on three different projects:
 - Faculty and Staff Training, which will be moving over to human resources
 - Peer Mentoring group – faculty support, paired a faculty and staff member, it was a yearlong program. A template, budget, and position description of everything is already in place.
 - It was suggested that Peer Mentoring should start in the Spring or Fall of next year.
 - Support Diverse Staff – this would need to be built, we got as far as to the data gathering phase
 - The goal is to give clear position descriptions and give faculty something they could put in their CV and for staff to get recognized in their units for the work that they're doing
- Diversifying Curriculum – Co-Chairs Laura Kieselbach and Josie Kraemer
 - Things that need to be discussed once the subcommittee meet
 - Talk about the spring cohort participants
 - Submission dates
 - How we will set up the new cohorts that are coming in
 - Diversity overlays and our course catalogs, how we define those
 - It was stated that different PASSHE members are interested in earning the diversity certificate through ESU.

- To earn a Diversity Certification, you would need to attend 5 workshops, make a list and take field notes from the workshops. You would need to do a lit review, a research project around an idea, reflective portfolio – write a narrative how this has impacted your practice, how it has changed you and what is your next plan.
- Campus Climate – Co-chairs Selena Hines and Ly Fleming
 - Create a campus wide scavenger hunt in conjunction with posters. Attach QR codes to the posters to inform the students of the history and reasoning behind the posters.
 - Crucial conversation will provide a platform that allows for people to voice ways we can uplift and enrich a culture of understanding, inclusion, and advocacy here at ESU.
 - Signage – would like to continue with the “Warrior Will Not Hate” signs
- Research, Scholarship and Creative Activity – Co-chairs Jennie Smith and Christina McDonald
 - Nothing to report at this time
- Communication and Social Media
 - Nothing to report at this time.
 - Two co-chairs were chosen, Debbie Zapatier & Jimmy Terwilliger both will meet with Dr. Solis and Selena to establish their plan of action.

Q&A

- Jennie Smith asked about workshop/training proposal criteria. How are proposals screened and vetted? Dr. Solis indicated he would look into the matter.

Meeting Adjourn, next meeting will be Wednesday, February 2, 2022