



<b>Purpose:</b>	Equity, Diversity & Inclusion Council
<b>Faculty/Staff:</b>	Jessica Adler, Anna Ardelean, Dr. Glenna Bower, Dr. Jennifer Hammat, Dr. Xavia Harrington, Christine Hoehn, Pamela Hopson, Janet Johnson, Dr. Brandi Neal, Megan Poole, Dr. Kristalyn Shefveland, Rashad Smith, Ronda Stone, Steven Stump, Dr. D'Angelo Taylor, Leslie Townsend, Dr. Emilija Zlatkovska
<b>Date:</b>	September 30, 2021

### **Meeting Summary**

**Call to Order:** 11:03 AM

**Previous Minutes:** Minutes were reviewed and accepted

**Introductions:** Members present shared their affiliations across campus

#### **Microsoft Teams**

The group has been updated to include the current members of the Council. The documents have been updated to include an "EDIC\_Documents\_Spring\_2021" folder with previous minutes and the Board of Trustees presentation. The folder named "2021\_2022" includes the EDIC strategic plan, meeting minutes, committee member lists, and agendas for the current fiscal year.

#### **Campus Climate Survey Focus Groups**

We have been trying to conduct focus groups for quite some time now. The last attempt was for September but the researchers postponed this visit due to COVID numbers. They prefer to only visit campuses where vaccines are mandatory or the focus groups can be conducted in an outside location. Their visit is currently being rescheduled.

#### **Presentation of Data**

Despite the focus group meetings having not been completed, we still plan to distribute data collected from the Campus Climate Survey. Due to the volume of data, it will be shared in topical segments. Dr. Taylor and Dr. Harrington will identify themes in the aggregate reports. Jessica Adler also volunteered to assist this group. A schedule will then be determined for a series of presentations. After the presentations, the EDIC should focus on making sure the conversations continue, particularly around where individuals and groups can make an impact based on the information that gets shared.

All of the colleges now have committees, as well as Student Affairs; other groups are in the process of forming their groups.

#### **Announcements**

Dr. Hammat – Student Affairs

- Student affairs has a Justice, Equity, Diversity and Inclusion (JEDI) group
- Conduct and care: the software has been updated to eliminate the prefix of Mr/Mrs/Ms in order to make the data records gender neutral
- They reviewed and evaluated the use of the term "AMIGOS" for orientation. Carmen Stoen recommended this to the group based on feedback collected from their alumni group. The name will be updated to "Orientation Leaders" starting this winter.
- A soft-launch of their coaching program is in the works for at-risk, underrepresented groups using the CSI (College Student Inventory) data. Student Affairs staff will serve as the coaches; the format and template have been determined and the forms are being put together. Students will be invited after fall break to have access to a coach.



- Student Affairs would also like the EDIC to consider having a larger conversation around student-selected gender. One of the most recent student deaths was a member of the LGBTQIA+ community. This group feels very strongly about students being able to select a program and gender. This is currently only offered on the housing application.
- Dr. Brandi Neal encouraged the drafting of a mission statement for the JEDI group, which has been completed.

Jessica Adler – Staff Council

- First conference on Diversity, Equity and Inclusion will be held soon thanks to the hard work of Dr. Brandi Neal.
- Even though EDIC is still growing, none of the 20 Staff Council members were familiar with the Council or what it does; please remind other members of the campus community what EDIC does, particularly in group/committee meetings.

#### NEXT MEETING

Megan Poole distributed a Doodle poll to identify a regular meeting time for this group. The currently proposed time is Thursdays at 11am. An invitation will follow.

**Adjourn:** 11:36 AM