



Purpose:	Equity, Diversity & Inclusion Council Meeting
Faculty/Staff:	Jessica Adler, Dr. Glenna Bower, John Farless, Julia Gangala, Dr. Jennifer Hammat, Pamela Hopson, Dr. Sakina Hughes, Janet Johnson, Andrew Lenhardt, Brandi Neal, Kerseclia Patterson, Rashad Smith, Ronda Stone, Steven Stump, Dr. D'Angelo Taylor, Leslie Townsend, Aaron Trump, Emilija Zlatkovska
Date:	March 3, 2021
Location:	Zoom Meeting

Meeting Summary

Call to Order: 10:03AM

Pamela Hopson welcomed everyone.

Minutes: There were no minutes to approve as the previous meeting (September 28) was a presentation from HEDS on the Campus Climate Survey

Takeaways: there were strong feelings regarding religion and politics; there are some individuals that do not feel 100% comfortable and there are still some things being done/said that we feel are not representative of the institution. Those who represent the dominant culture feel comfortable but this is not always the case for those who are not part of the dominant culture. It is the responsibility of this council to help those individuals feel more comfortable on our campus.

Committee Updates: There were no committee updates to share at this time

Campus Climate Survey Focus Groups:

The researchers originally approved of us conducting our focus groups virtually. Upon reconsidering, they do not feel we will get the data or feedback we are looking for if done virtually. They are wondering if we would be willing to hold off and conduct the focus groups in person during Fall 2021. Primary concerns are the lack of engagement and human interaction, and the difficulty in having follow-up conversations.

Farless, Adler, and Dr. Hughes were all in favor of conducting the focus groups in the fall in order to collect the best possible input from participants. Issues were acknowledged of the need to address the campus culture, and the sentiment of the council is to make the best possible effort to positively affect this. As such, the consensus of the group is to wait until the focus groups can be conducted in person in Fall 2021.

New Business

1. Board of Trustees – Hopson encouraged each of us to attend tomorrow’s Board of Trustees meeting (March 4). The researchers from HEDS will be sharing their findings with the Trustees. Our committee has been put on alert that a report will be submitted to the Board of Trustees for their meeting on May 7th.
2. Reporting Template – Indiana Code requires USI to have a Diversity committee, which EDIC satisfies. Annually, this group must present a report to the Trustees that 1) reviews faculty/administrative hiring issues as they relate to diversity, 2) reviews personnel complaints relating to diversity issues, 3) examines efforts to improve the recruitment and retention of a diverse body of faculty and 4) explores ways to improve the recruitment and retention of a diverse body of students. Trump suggested that this committee should not get involved in individual personnel complaints, but an aggregate/summary report from HR



could be useful for our report to the Trustees. This report is only for the Trustees; it does not get shared with the State. Trump is going to get input from President Rochon as to what key data points or information would be most helpful and impactful. Ultimately, this allows us to share our findings and make recommendations to the Board of Trustees. Adler, Dr. Neal, and Zlatkovska volunteered to assist Trump and Lenhardt, with the expectation that a template would be defined and a report would be ready to share that the May 7th meeting of the Board of Trustees.

Hopson also encouraged us to share information about the Campus Climate Survey and EDIC webpage with our colleagues due to our representation of the various divisions and departments across campus. K. Patterson asked if there were specific questions/talking points that we should all be using with our colleagues, deans, etc. Hopson clarified that this reporting workgroup will help create those talking points so that we can have consistent conversations across campus.

3. Committee Template – COLA and Pott College both have functioning EDIC committees; we want all groups to have some guidance and common language across campus. This working group would put together a template for new groups to use in terms of their language, structure, and implementation, regardless of the department/division in which the group is housed. Dr. Bower, Dr. Hughes, Johnson, Smith and Townsend all agreed to help with this initiative.
4. Meeting Time – Hopson requested that everyone keep their calendars up to date so that we can efficiently schedule our next meeting. We are tentatively looking at the week of March 15th for our next meeting so that the two working groups can provide updates to the council.

Next Meeting – TBA

Adjourn: 11:01 AM