



<b>Purpose:</b>	Equity, Diversity & Inclusion Council
<b>Faculty/Staff:</b>	Anna Ardelean, Dr. Glenna Bower, Dameion Doss, Dr. Jennifer Hammat, Pamela Hopson, Janet Johnson, Chelsea Keaton, Dr. Brandi Neal, Kerseclia Patterson (SP), Megan Poole, Dr. Kristalyn Shefveland, Steven Stump, Dr. D'Angelo Taylor, Sarah Will, Dr. Emilija Zlatkovska
<b>Date:</b>	April 14, 2022

### Meeting Summary

**Call to Order:** 11:02 AM

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

#### **HEDS Presentations (Pam Hopson)**

HEDS presented since our last meeting. There were a number of great questions from the audience and answers were provided. These two sessions were recorded and are available on the EDIC webpage at USI.edu (<https://www.usi.edu/equity-diversity-and-inclusion/2020-insight-survey/heds-presentations/>). Because we are all representing different colleges and divisions on campus, please share these recordings and the corresponding data with your respective areas – there is a wealth of information about our campus that we should be keeping top of mind. We are looking forward to drilling down further to identify opportunities for improving the campus environment for all individuals.

#### **HEDS Focus Groups (Pam Hopson)**

Focus Groups – the anticipation is that dates will be confirmed for our HEDS focus groups during the fall semester. This was delayed so that we could have in-person discussions rather than virtual. Participants will be randomly selected, including individuals that work the evening shift at USI.

#### **Floating Holiday (Steven Stump)**

Several individuals have expressed interest but have had a few time-consuming projects on their agendas. Steven will be convening a group to start the conversation as the Spring semester concludes.

When the 5-year academic calendar was created, some discussion had been had about a floating holiday. Sarah was able to identify who was on that committee and we can reach out to those individuals provide information and assist with data collection.

#### **Office of Institutional Equity (Chelsea Keaton & Dameion Doss)**

Since Chelsea started in November, several new policies have been implemented and a few others have been drafted for Aaron Trump's approval. She and Dameion shared a PowerPoint presentation to provide an overview of their office.

The goal of their office is to create an environment for equal opportunity and equity. They address policies such as non-discrimination, sexual harassment, consensual relationships, and affirmative action.

- USI policies
- Federal and State laws
- Definition of Racial Harassment
- Definition of a Disability
- Procedures for Resolving Complaints of Discrimination or Harassment
- Resources for Resolving Complaints (<https://www.usi.edu/institutional-equity>)
- Reporting Child Sexual Abuse
- Policy on Consensual Relationships / How to Report
- Resources (HR / Disability Resources / Institutional Equity)
- Equal Access
- Definition of Harassment
- Definition of Sexual Harassment
- Retaliation Prohibited



Dr. Hammat noted that there are Responsible Employee signs that can be placed in employees' offices. Said employees should disclose that they are mandatory reporters as soon as a conversation gets sensitive. The DOSO office and Institutional Equity office can provide guidance and training on how to properly inform and assist students with their respective situations. Underreporting is an issue, particularly amongst students, and as an institution we would like to be able to help these students.

Mr. Doss added that there is a confidential area for students as well – there are spaces on campus where students can disclose information confidentially if they are not yet ready for it to be officially reported to the Institutional Equity office (Counseling and Psychological Services – CAPS – is one example).

### **Announcements**

- Board of Trustees Meeting (May 5<sup>th</sup>)
- By the upcoming SGA Meeting (April 28<sup>th</sup>), SGA will have completed all of their elections. The EDI Vice President will be serving on EDIC going forward
- Dr. D'Angelo Taylor will be leaving USI to pursue a new career opportunity; we thanked him for his service to the EDIC and USI.
- Dr. Shefvland shared that the College of Liberal Arts has been working with a student in Mt. Vernon to create a memorial for victims of racial terror in October 1878; the College is also working with Betty Hart, Professor Emeritus. There will be a dedication of the memorial in October and data will be collected as we continue to raise awareness about racial terror and injustice.
- Kerseclia Patterson – May 14<sup>th</sup> at the CK Newsome Center from noon to 3pm is a city-wide forum on equity, diversity and inclusion that also address mental health issues and resources. Dr. Stratton from ECHO is assembling a panel discussion for this event as well.
- Kerseclia shared that she is also involved in a pilot program with USI and local organizations on mental health first-aid training; the target audience is employers who can have their respective employees trained on the available resources.

### **NEXT MEETING**

April 28, 2022 at 11:00 AM

\*This conflicts with Unsung Eagles, so Megan will send out a poll to determine if there is a better date/time and updates will be sent accordingly.

**Adjourn:** 11:45 AM