

**DEICE Committee
October 11, 2023 Minutes**

Name	Present	Absent
Ahmed Al-Asfour	x	
Dimitrios Anastasiou	x	
Heidi Bacon	x	
Senetta Bancroft	x	
Stacy Thompson		x
Esmeralda Valerio		x

1. Meeting called to order 11:47 am.

2. Sept 13, 2023 minutes approval

Anastasiou moved to approve the minutes. Al-Asfour seconded. Minutes unanimously approved.

3. DEICE Mission Statement vote.

Al-Asfour moved to approve the minutes. Bacon seconded. The following statement unanimously approved:

The Diversity, Equity, Inclusion, and Community Engagement Committee (DEICE) is dedicated to promoting and advancing a culture that supports diversity, equity, inclusivity, and community engagement across Programs and activities of the School of Education. We acknowledge that diversity is a strength and that embracing differences enriches us all. We recognize the importance of creating, supporting, and enhancing a welcoming environment where all members (students, faculty, staff, and community members) have equitable access to resources and opportunities.

Our mission is to create an inclusive community where everyone is respected and valued for their unique skills, talents, cultural heritages, experiences, perspectives, and lifestyles by addressing barriers to access and creating the conditions necessary for optimal outcomes for everyone. In addition, we aim to foster feelings of acceptance, connectedness, and belonging and ensure that every community member can participate fully and meaningfully.

The DEICE will promote awareness and understanding of the importance of diversity, equity, inclusion, and community engagement and will advocate for policies and practices that support these values. We are committed to creating a community that is more inclusive, equitable, and just for all.

4. Committee's AY 23/24 goals

- Discussion on whether we move forward with primary goal of a DEICE facilitated PLC or CoP using literature review (Blankenship, S. S., & Ruona, W. E. (2007). Professional Learning Communities and Communities of Practice: A Comparison of Models, Literature Review). Committee could not decide between CoP or PLC. Bancroft would track down the five texts reviewed for further reading by committee. Discussion will continue in Nov. meeting.

- Decided on the following texts to send to Dean Smith requesting purchase of copies for DEICE members to read/review:

Gay, G. (2023). *Educating for equity and excellence: Enacting culturally responsive teaching.* Teachers College Press.

Howard, T. C., & Banks, J. A., (2020). *Why race and culture matter in schools: Closing the achievement gap.* Teachers College Press.

McVee, M. B., & Byod, F. B. (2016). *Exploring diversity through multimodality, narrative, and dialogue: A framework for teacher reflection.* Routledge.

Miranda-Wolff, A. (2022). *Cultures of belonging: Building inclusive organizations that last.* HarperCollins Leadership.

Committee members will also review White Fragility by Robin DiAngelo for Nov meeting.

5. **Continuing sub-committees reports: N/A**
6. **Meeting adjourned at 12:50 pm.**