

**DEICE Committee
September 13, 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 11:40 am.

2. May 4, 2023 minutes approval

Anastasiou moved to approve the minutes. Bacon seconded. Minutes unanimously approved.

3. Updates

Meeting 3 of book club took place Monday May 15th 11:30 am-1:00 pm in Wham 219 and Zoom. At culmination of this meeting, attendees brainstormed how to advance the book club by evaluating needs, assets, and next steps. A recommendation, *Cultures of Belonging: Building Inclusive Organizations that Last* by Alida Miranda-Wolff, was made for the next book by Dr. Caffey. It was also suggested the DEICE committee integrate the book club into a schoolwide Professional Learning Community as a mechanism to enculturate DEI; particularly within courses. Also suggested DEICE committee reach out to Office of VC for DEI to see what resources/support they may be able to offer.

Following this update, committee suggested the possibility of other books. Committee decided each member was to send Bancroft of list book candidates, with no more than a list of 5 to be sent to Dean for purchase for committee to review before deciding on a book for AY 23/24 book club. It was also decided an October launch of this year's book club would be ideal to capitalize on the momentum from last year's club.

4. DEI definitions discussion and vote.

After minor modification to language in Inclusion definition, Al-Asfour made motion to approve all 3 definitions, Anastasiou seconded. Definitions (below) were unanimously approved.

Diversity

Diversity comprises and represents the range of human differences that include but are not limited to race, ethnicity, language, national origin, immigration status, gender, gender identity and expression, sexual orientation, age, socioeconomic status, disability, religion, and spirituality. Diversity recognizes individuals' multiple, fluid, and intersecting identities.

Equity

Equity refers to fairness in the distribution of resources and opportunities. Equity seeks to mitigate historical inequities, eliminate current barriers to accessing resources and opportunities, and create conditions for optimal societal outcomes. It especially seeks to level the playing field for those who have been historically underserved or marginalized.

Inclusion

Inclusion entails intentional, meaningful involvement and active participation with diverse communities, where the dignity of every individual is respected and upheld. An inclusive community fosters acceptance, connectedness, and belonging; it recognizes the skills, talents, cultural heritages, socioeconomic backgrounds, perspectives, experiences, and lifestyles of its members.

5. DEICE Mission statement discussion and vote.

Statement discussed, but vote was tabled for next meeting as quorum was lost.

6. Committee's AY 23/24 goals

Invite 2 DEISJ fellows to join the committee.

Recruit 2 community members to join the committee.

Recruit a member who has a background in neurodiversity.

Advancing the PLC will likely be the primary work of the committee for the year.

7. Continuing sub-committees reports:

- a. CRTL evaluative tool development and syllabi reviews.

Drs. Madden and Dr. C. McIntyre were emailed by Bancroft at end of Spring 2023 semester sharing EDUC 211 and EDUC 214 syllabus evaluation progress.

They were informed the evaluations were preliminary and would be finalized in August. They were also informed the committee agreed no tother EDUC courses would be evaluated since new IPES standards would result in those courses changing significantly. They were asked, however, to let us know if there were other courses they wanted committee to evaluate. There was no response. Bancroft will follow up.

- b. Holmes Scholar vetting tool (tabled until pilot data is received).

- c. Core doctoral DEISJ course creation.

Syllabus was shared with Doctoral Council by Bacon on behalf of committee. It was approved by the Council and a Form 90 was submitted to Dr. Colwell. This concludes this subcommittee's goal.

8. Meeting adjourned at 12:47 pm.