

**Meeting Minutes**  
**Diversity, Equity, Inclusion, and Community Engagement Committee (DEICE)**  
**March 25th, 2022**  
**3:00 to 4:00 p.m.**  
**Zoom**

**In attendance:** Drs. Byfield, Bruns, Bancroft, and Thais Perez.

**Excused:** Drs. La Tonya Mouzon and Ahmed Al-Asfour

**Absent:** Abdulsam Humaidan, Naomi Arseneau, and Dr. Stacy Thompson

Minutes for January 28th, 2022 confirmed by Thais Perez and seconded by Dr. Bancroft  
4 yeses

**Climate survey discussion:**

Update on SurveyMonkey issues.

Dr. Byfield gave an update on the steps taken to rectify SurveyMonkey technical issues, which included getting Dean Smith's signature on the School of Education letterhead. The process took longer than anticipated since both SurveyMonkey and Southern Illinois University Carbondale (SIUC) were involved. The SIUC technical team then helped with troubleshooting and subsequently administrators of the survey were able to make edits and send the survey for final review (faculty, 2 grad students, & 3 undergrads). Feedback from the final review was shared with committee members.

Members suggested a final read from committee members who have not been hands-on with the survey, for fresh eyes, since some members have reached a level of saturation and may not see errors if any.

**Culturally Responsive Teaching and Leading Standards**

Dr. Bruns suggested talking with colleagues at peer institutions about how they are rolling out standards. Decision made to collaborate with our Program Improvement and Assessment Committee (PIAC) and evaluate preparedness of faculty to infuse new Illinois State Board of Education (ISBE) Culturally Responsive Teaching and Leading Standards (CRTL).

Should be a paid service since this will be an enormous endeavor for committee members to embark on given the state's deadline for implementation.

Discussion ensued about conversation with Dr. Christie McIntyre and the ambiguity surrounding how we will proceed as a school in this undertaking.

Committee members perused documents from Illinois State Board of Education (ISBE) and EDUC syllabus shared by Dr. McIntyre. Members, in attendance, agreed with Dr. Bruns's observation that it may be challenging to review syllabi without the context of rubrics and other materials.

Discussion ensued about a few committee members' lack of attendance and participation in committee work including the burden of revising the Climate Survey.

Suggestion was made to ask folks to step down to be replaced by members who actually engage in DEICE-type research and activism to give support to the few members who are always reading and providing feedback on the survey. It was highlighted that it is unreasonable for members who are not pulling their weight to have the DEICE Committee listed on their CVs. This matter should be brought to the Dean's attention.

Suggestion was also made for compensation from the Dean's office if we are to meet a strict deadline of "end of academic year" for ISBE's CRTL Standards, since this would be beyond service duties given the magnitude of work to be completed in a short time frame.

**Meeting Adjourned at 4:30 p.m.**