

Meeting Minutes

Diversity, Equity, Inclusion, and Community Engagement Committee (DEICE)

April 30th, 2021

3:00 to 4:30 p.m.

Zoom

In attendance: Naomi Arseneau, Bryan Cotton, Abdulsamad Humaidan, Drs. Byfield, Al-Asfour, & Bancroft.

Minutes for both March 12th and April 2nd confirmed by Naomi Arseneau and seconded by Dr. Al-Asfour

6 yeses, 1 Abstention

Fleshed out definition of diversity aligned with the university's (used glossary of terms from the Vice Chancellor of Diversity, Equity, and Inclusion). Three definitions emerged, with number 3 the top pick.

1. **Diversity is the composite of human differences, that include race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious values, ethical values, national origin, and political beliefs, as well as any intersectionality of the above.**
2. **Diversity is the composite of human differences, that include race, ethnicity, gender, gender identity, sexual orientation, age, social class, (dis)ability or attributes, religious values, ethical values, national origin, and political beliefs, as well as any intersectionality of the above.**
3. **Diversity is the **totality/complexity/range** of human differences/uniqueness, that include (but not limited to) race, ethnicity, gender, gender identity, sexual orientation, age, **education**, social class/ socio-economic status, **(dis)ability** or attributes, religious values, ethical values, national/geographic origin, and political beliefs, as well as any intersectionality of the above.**

Funding needed for climate survey tool. Items developed in a survey platform will be more efficient.

DEICE invited to Executive Council and gave update (April 26th, 2021)

Actionable Plans based on Dean's Charge:

1. Time line of activities for committee
2. Start with climate survey (approximately 12 questions: anti-racist practices, equity in assessment, community engagement, & faculty & staff hiring)
3. Target 1-3 questions from each member
4. Survey draft (at May 17th meeting)
5. Use Google forms for survey or other platform
6. Develop general survey for everyone (target faculty first, then staff and students)
7. Include scaled items and open responses
8. Revisit survey beginning of Fall 2021 (ready by October 2021)

Other Goals:

1. Target grant to help with efforts (example, IES)
2. Seek 25% GA position for committee moving forward

Next Steps:

1. Review similar surveys
2. Draft survey items

The meeting was adjourned.