

HHS Diversity Committee Meeting
Monday, April 26, 2021
MINUTES

Present: Sherry, Louis, Tanesha, Staci, Ann, Amanda

Zoom meeting information provided in the meeting invitation.

1. Introduction of members - Who can take the minutes?
 - a. Amanda Murray is taking notes.
2. Approval of Minutes from the last meeting, 3/22/21, attached to email invite.
 - a. Ann motioned, Staci seconded the motion, motion carried

Updates/Old Business:

1. Dean's Diversity Advocacy Awards Committee report
 - a. Selection of Awardees
 - i. Several nominations received- one staff member, five faculty members, five graduate students, and one undergraduate student.
 - ii. Committee discussed reviewing applications. Staci, Ann, and Tanesha to review student applications. Laura, Sherry, and Amanda will review faculty applications.
 1. Applications to be **reviewed by Monday 05/03/21**
 - iii. Committee discussed rubrics to be used for review of applications. Committee agreed to use current rubric (shared by Sherry) for faculty award and members reviewing student applications will come up with rubric for students.
2. "Principles & Practices of Critical Inclusive Pedagogies."
 - a. On hold for now. Subcommittee will try to meet in May to discuss.
3. Create a More Diverse faculty, *The Homegrown Faculty Initiative*
 - a. Louis updated- subcommittee met with Dean. The dean voiced his thoughts and support on initiative. The subcommittee and dean were going to meet with Dr. McKether, but meeting was cancelled due to availability. Meeting with the Dean, subcommittee members and Dr. McKether is being rescheduled.
4. GRE requirements in our college – Maddie not present to discuss, topic on hold for now.
5. Ideas for reaching students Fall 2021
 - a. Committee discussed previous ideas:
 - i. Invite student groups to attend these CHHS Diversity Committee meetings and facilitate in uniting groups. Chairs of the student groups possibly being a member of our committee.
 - ii. Fall kick off breakfast for student groups or all students in the college?
 - iii. Apply for ODI grant for students of color and all diverse groups - meet and greet or identifying a discussion topic; Relaxed, upbeat setting.
 - b. Committee agreed to put this on hold for now until it is clearer what fall semester will look like (in regards to being able to meet in person)
 - c. Plan to meet in beginning of semester

6. Committee discussed options consolidating roles of leaders in college for diversity and inclusion- college inclusion officer, Associate Dean for Diversity and Inclusion, chair of diversity committee, and diversity committee.
 - a. Committee recommended merging inclusion officer and Associate Dean for Diversity and Inclusion roles
 - b. Sherry, Louis, Maddie to meet with Dr. McKether to discuss
7. Committee members returning for next year:
 - a. Tenesha to have replacement for fall leave, but will return in the Spring
 - b. Amanda, Louis, Staci, Ann, Tavis all agreed to return next year.
 - c. Sherry to continue as chair, but committee will name a chair-elect
 - d. Dorian agreed to be student rep for next year.
8. Committee reviewed goals below.
 - a. Committee recommended adding diversity to first goal so it reads "Diversity, equity, and inclusiveness..."
 - b. No other comments or feedback on goals.

Goals submitted:

GOAL 1
To promote inclusiveness, equity, and respect among students, faculty, and staff.

GOAL 2
To recruit, retain, and support underrepresented faculty, staff, and students.

GOAL 3
To strengthen and expand the implementation and engagement of diverse, inclusive, active learning pedagogies and environments within all CHHS curricula.

GOAL 4
To acknowledge and celebrate individuals who promote social justice.
9. Committee discussed issue around diversity and inclusion award given to law faculty member and whether committee wanted to respond.
 - a. Sherry to draft statement for committee to review and provide feedback
 - b. Committee to also decide on where statement is to be sent.
10. Committee discussed appointment of Dr. Postel without search for the position- decided not to make a statement from committee as there are other statements being made (i.e. faculty senate).
11. Louis discussed meeting with the Dean and that he said diversity was an area he is highlighting and wants to thank the committee for their work on initiatives.