

Chancellor's Committee on Inclusive Excellence
Meeting Minutes
For
Monday, November 11, 2013

Meeting called to order at 2:03 PM

Present: Elizabeth Ogunsola, Linda Norther (for Seth Meisel), Angela Stuckey, Connie Putland, Julie Marino, Julie Minikel-Lacocque, Eylem Ersal, Freda Briscoe, James Sheets Ron Buchholz, Marie Hornickel, Candace Chenoweth, Richard C. McGregory, Pilar Melero, Wilson Dorsey, Chris Clements, and Mark McPhail

Requested Volunteer Recorder: Freda Briscoe volunteered.

Reviewed Minutes: Julie Marino moved to accept the minutes and Richard McGregory seconded the motion. The minutes were unanimously approved by the committee.

An update on the Diversity Project, in the Lee/Fricker residence halls, was provided by Dorsey Wilson. Dorsey said that 13 RAs participated in the project. Dorsey shared the nine (8 x 12) posters that were displayed in the stairwells of the participating halls. Some examples of poster themes included topics such as "Racism is Dead..."; "The Unemployment Rate for People with Disabilities is 10x Greater Than the National Unemployment Rate..."; "The FBI Has a Chronological List of Terror Attacks from 1980-2005... Only 6% of Those Were Committed by Muslims..."; and "Change Your Sexual Orientation Right Now?"

Overall, the program went well; however, a few displays were torn down. A follow-up survey will be done (not sure yet who will be surveyed). A question was asked as to whether the posters attracted attention and did they spur discussion? Dorsey indicated that the program was aimed at getting conversations going about topics such as racism and hate crimes. A number of the committee members provided feedback to Dorsey.

Mapping Project Updates: Mark McPhail indicated that the Project was initiated out of the Provost's Office. It was suggested that a list of the various recommendations be placed on the Diversity website, if approved by the Provost.

Mark McPhail reviewed some of the things that have taken and are taking place in the College of Arts & Communication.

- Created an IE Award
- High impact practices and inclusion collaborations (one of the collaborations mentioned was with Richard McGregory.
- Diversity was made one of the goals for the college
- Incorporating diversity language into position announcements and communicating diversity goals to incoming faculty.
- Recruitment initiatives, related to targeted diverse student groups, have begun.

Pilar mentioned that Richard McGregory has supported bringing Latino students to campus to learn about college and the processes for going to college. Pilar also mentioned a bilingual initiative in which Latino parents and children are brought to campus for Saturday programs. Pilar mentioned the significance of intentionality. Setting up a candidate bank was also mentioned by Pilar.

Ron said that student employment/student learning needs to be tied into LEAP.

Julie indicated that a LEAP Team is being put together that will be dealing with Spanish language.

Grow Our Own Forum: Richard McGregory provided an update on the Forum that took place on October 23, 2013. He distributed the program agenda for the "Preparing Future Higher Education Leaders" Grow Our Own Forum. Richard noted that approximately 20 to 25 participants were in attendance. McGregory said that the

purpose of the Forum was to start a conversation and to build relationships with people we know who are in PhD and Masters Programs, with a focus on instructional positions. However, the Forum has branched out to administrative and student affairs areas. It was noted that visits to classrooms can be a possible add-on for next year's forum.

Campus Diversity Forum: The Forum took place on November 7th and 8th. Some committee members, including Julie, from the CoEPS, and James Sheets gave feedback on the event. There were wonderful in-class visits made by speakers, and there were some very moving experiences shared at the luncheons. Breakfast discussions were also good. Dinner was a highlight of good conversations. It was also noted that the art and slideshow were good. James noted that a lot of networking came from the "It Gets Better" Series and that the experience had been great.

Chris Clements noted that the CoBE Diversity Forum is scheduled for the week of November 3, 2014 and that two speakers have already been selected. The Forum will focus on *gender issues*.

IE Activity Updates given by Ron Buchholz and College IE Committees. Ron distributed a hand-out (Career & Leadership Development "*Helping Students Achieve Their Dreams*") and noted that the diversity initiatives, through Career & Leadership Development, cover three (3) major areas (Career, Culture, and Citizenship/Leadership). Ron highlighted 2012-2013 data for five career areas and gave an overview of six (6) Career Diversity Initiatives. Ron also provided 2012-2013 data for two (2) Culture areas, and he said that they are making good headway, through the two new positions, relative to Culture and Diversity Initiatives. Ron provided select 2012-2013 data for Citizenship/Leadership Events that have taken place. He highlighted four areas of diversity initiatives in the category of Citizenship and Leadership. He also provided information about what's included in the 4-day leadership education workshop.

Ron noted that student employment teams can be powerful LEAP teams. Presently, they are discussing 'how to best incorporate LEAP/ELO's into campus student employment, and how to build capacity among supervisors to facilitate student learning'.

L&S IE Initiatives

- L&S is forming an IE Committee, with one representative from each department
- Micro Aggression is being made the theme of the college retreat
- The College will be integrating IE into the curriculum, using the representatives from each department

Inclusive Excellence Fellowship Program; Liz Ogunsola provided committee members with a brochure on a new IE Fellowship Initiative which is going into effect for the 2014 academic year. This initiative has been two years in the making and they are hoping to have an IE Fellow in each college.

LEAP Workshops 2014 – Theme: Inclusive Excellence and Innovation

Chris Clements mentioned that IE will be a theme for this year's LEAP Workshop Series.

Upcoming Committee Changes: Chris Clements noted that the Chancellor will come to the next meeting to discuss the structure of the IE Committee. Initiatives need to be in the different campus areas, not in this committee.

Announcements: Chris Clements shared that the recent CoBE Advisory Board meeting discussed issues around the topics of gender and student retention.

Next Meeting: Monday, December 9, 2013, and Chancellor Telfer will be speaking to the committee.

Meeting Adjourned: Richard Gregory moved to adjourn the meeting and Mark McPhail seconded the motion. The vote was unanimous to adjourn at 3:35 PM.

Minutes respectfully submitted by Freda Briscoe