

## Diversity & Equity Committee

### Meeting Minutes

April 21st, 2022

Attendees: Dani Trimble, Dana Cummings, Danielle Casey, Ariana Muro, Jamie Nelson, Alyssa Mayclin, Serena Murray, Shane Rivera, Marie Boisvert, Shiree Bent, Nicole Faber, Alé Sanchez, Sydney Benson, Sue Orchard

#### New Business:

- Discussion of the membership and composition of Diversity and Equity Committee
  - We need faculty, staff and students on our team. Membership terms are 3 years. Members have the option of renewing their membership if they choose.
  - [Committee membership roster](#). Most peoples' terms are up this year or were up a while ago.
  - We want a committed group of people and to encourage new membership.
  - We also want to continue to figure out how to get more campus engagement and make our work involve more of the campus coordinating efforts across campus.
  - The survey has helped with campuswide engagement.
  - Do we want to recommend another formal type of structure?
  - Do we want to start a DEI council? Make it an open forum and meet less (once per quarter). This gives us a chance to come together, coordinate works and have open dialogue. This would broaden to the larger campus community.
  - Eventually we want to develop employee resource groups.
  - Our committee is more of an advisory body. We shouldn't take on all the work. This is the challenge. We want to do everything but don't have the capability.
  - Is it possible to create learning communities? Exploring how we can support an action-focused learning community model would be great. A council can be a way to get input, but learning communities can act "under" that and the council could be the "glue" to keep it moving and give it structure.
  - How would funding work under this model - what do you think would work well?
  - Are we allowing space for people to just exist and not have an expectation of work and outcomes? We need to keep considering that engagement shouldn't be entirely rooted in outcomes. A safe space is more important than just producing work. Creating organic relationships is important.

- Some people feel that we haven't done as much action as they would like and they are considering leaving due to the stagnant nature of the D&E committee. They want to work on "something" anything.
- Are we an advisory committee to the ELT? There is a lack of clarity
- We don't want to change the structure of this committee. Moving in a larger, more engaged council direction is favorable.
- New positions: how can we utilize the committee to support those positions, like Cedrique's new outreach/multicultural position? Can he report to us about things he is doing and his scope of work?
- [Bylaws](#): Do we want to amend or clarify these?
- Dani wouldn't mind giving someone else the opportunity to take on the chair role and stay on as an advisor. Dana will be leaving in July for personal reasons.
- Should we relook at our mission, vision and values and update those to be more inclusive and actionable?
- Sue suggested we meet in person at a workshop and go through our bylaws reassessing our goals and objectives. Maybe have Revolution Labs facilitate that. We did something like this in the formation of the committee.
- It is also good to start from a place of "what does success look like for the campus and for students and faculty" and what achievable actions will we take this year and what will it take (people, funding, structure etc.)
- Diversity and Equity center: Cedrique's new office space is in that center. Invites will go out to meet him and for staff, faculty and students to know of upcoming events and campus programs. Hopefully in the near future, this work will ultimately align with supporting more positions dedicated to Diversity, Equity, and Inclusion.
- How should we move forward? Do we reach out to Dani? A form?
- If we decide to meet in person, we should talk about official positions so if people want to move forward they know what the position entails. May 13th or May 20th? More info will come out soon.

Meeting concluded: 11:01 am.

Next meeting: May 6, 2022 at noon.