

## **COMMITTEE: Committee on Diversity, Equity, and Inclusion**

MEETING DATE: January 9, 2024

PERSON PRESIDING: Amanda Klein

REGULAR MEMBERS IN ATTENDANCE: Elijah Asagbra, Katie Flanagan, Danny Ellis, Adriana Heimann-Rios, Angela Lamson, Shadman Memarian, Rachel Roper, Tricia Wilson-Okamura

Regular Members not in Attendance: Sheresa Blanchard, Saulo Geraldeli

EX-OFFICIO MEMBERS IN ATTENDANCE: Brittany Baker, Eboni Baugh, George Cherry, Jr., Bill Staub

Ex-Officio Members not in Attendance: LaKesha Alston Forbes, Dennis McCunney, Sarah Williams

ACTIONS OF MEETING: Approval of November Minutes

### AGENDA

1. **Approve December Minutes**
2. **Member Check in and Agreement of Engagement**

Following the November 2023 meeting, Sambuddha Banerjee resigned due to his busy schedule

R. Roper – update that ECU is treating Trans patients, but cannot do surgery

### 3. **Elect New Vice Chair**

Both Elijah Asagbra and Rachel Roper nominated, but E. Asabra on phone and unable to confirm or deny his nomination, so we tabled this action

Vote

### 1. **2024 Goals Revisited**

Chair Klein - take stock of what goals we hope to achieve this semester. What is do-able in short term and what should we look to long-term?

- Our student representative, **George Cherry**, will continue to look for ways to create an antiracist book club on campus.
  - SGA will if we can have a section for this collection in the Library
  - T. Wilson-Okamura– SGA can ask Library to hold an electronic (website) with e-resources for all

- Create and distribute an FAQ page on the “Prohibition to Compelled Speech.”
- **The Subcommittee on Fixed-termed Faculty Concerns** will continue to gather data and speak to FRTF about their needs and concerns.
- **The Subcommittee on Campus Accessibility** will use data gathered from campus-wide survey administered in spring 2023 to develop guidelines for making the campus more accessible for faculty, students, and staff.
- **The Subcommittee on Salary Equity** will continue to meet and discuss strategies for addressing salary compression and inversion.
- **The Subcommittee on Creating a Labor Acknowledgment** will create a 1-2 page information sheet on the history of enslaved and Black labor that has supported our State, region and University, and develop a program/education centered around the purpose of the statement, create a plaque/other ways to recognize labor of Black citizens.
- **UNC Sister Institutions DEI Initiatives/rollbacks**
  - Perhaps put on back burner for now
  - R. Roper – has reached out to some sister institutions, but not yet heard back, the Senate voted to make changes to be compliant with new ruling, but Chancellor has not yet signed off on it
  - B. Staub -suggested to Send email to R. Baker. Or A, Ticknor asking if Chancellor has signed off on this or not.
    - Action – R. Roper following up on this
- **Reframing/rebranding the way we term DEI work**

## 2. Committee Reports

- **Fixed-Term Committee** - T. Wilson-Okamura
  - Need volunteers – Bill Staub
  - From R. Roper American Association of University ....
- **Faculty Governance** - A. Heimann-Rios
  - Asked CGIHGGG for data, but has received none, and was told she would not provide data
  - R. Roper – in the past she had access via a Committee to confidential information, related to gender, racial, ethnic bias in Annual Evaluation, and asked the Provost if we can have access to this (older) information. IPAR said they *can* get access to these data to us but need Chancellor’s permission. It was suggested Roper/Heimann-Rios meet the Provost face-to-face so it is understood our request is for addressing possible disparity
- **Campus Accessibility** – A. Klein
  - Sam connected with a person who worked with the data to better present it
    - Better messaging, better signage
    - Problems with accessibility (sicks too high, towels unreachable, cannot turn wheelchairs around in small bathrooms...etc.)
    - **Action:** Committee voted to have sub-committee meet with ADA to get better signage

- **Salary Equity** – R. Roper
  - Labor Acknowledgement – approved in Staff and Faculty Senate, at SGA (Danny Ellis Chair of LK Committee, George Cherry will serve as Secretary until he graduates in May)
- Subcommittee on Rebranding/Reframing -E. Baugh
  - Gathering info on Accreditation DEI language
  - Hiring one dept asks candidates to provide a statement on how they ‘*Culture of Care*’
  - Professional Development – what metrics used to create them
  - What statements are put on websites (Ex. NCSI has bold (red) anti-racist statement in a highlighted space)

**3. Vote for Vice Chair** (between E. Asagbra and R. Roper) R. Roper was elected by the committee

ANNOUNCEMENTS: Chancellor’s DEI Committee has been disbanded (se Dec 4, 2023 email, below)

NEXT MEETING: February 6, 2024

Respectfully Submitted,

Katie Walsh Flanagan, Committee Secretary

Attachment:

December 14, 2023

Dear ECU Faculty and Staff:

As the fall semester winds down, I want to share an important update about the Chancellor’s Commission on Diversity, Equity, and Inclusion – and our next steps to foster belonging across East Carolina University.

The Commission took shape in 2021 to drive community-wide conversation and reinforce student access and success; employee recruitment, retention, and engagement; and our culture, climate, and communications. A steering committee and its subcommittees have shown extraordinary dedication and tireless resolve. In addition, their work will inform longer-term strategic planning across the colleges and divisions.

We owe the members of the steering committee and the subcommittees a debt of gratitude. I thank each of them – and everyone else who pitched in – for the many months of deep discussion and thoughtful review.

Following a recent recommendation from the steering committee to map the remaining work with the strategic plan goals and then embed this work across the University, I've agreed to transition the overall work in this area into a new chapter.

In practical terms, this means the University will draw on the steering committee's reflections to support [\*Future focused. Innovation driven.\*](#), our strategic plan for 2023-2028. Priorities in the plan – from student success to regional transformation and rural health – depend on a durable sense of belonging and on the graduation of all students.

Provost Coger and Vice Chancellor Frye are beginning work on a student success agenda – a new push that will improve coordination and collaboration across campus and inspire the success of all learners. The student success agenda will help drive data-informed decisions and will feature a full portfolio of experiences to support students' needs, including their health and wellness.

At the same time, we will build a similar framework to make sure all University employees have that crucial sense of belonging here. The endeavor will center on employee engagement and build on past and forthcoming climate studies and surveys.

Our commitment to a University-wide culture of belonging threads through the highest levels of ECU. A whole-of-leadership approach means all institutional stakeholders will join in advancing this essential work throughout the University.

We all should take tremendous pride in the ECU community's enthusiasm for creating opportunities and fulfilling potential. With your continuing engagement, we're positioned to deliver even better on our mission to serve.

With my thanks,

Philip G. Rogers, Chancellor