

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

MEETING DATE: February 6, 2024

PERSON PRESIDING: Amanda Klein

REGULAR MEMBERS IN ATTENDANCE: Elijah Asagbra, Katie Flanagan, Adriana Heimann-Rios, Angela Lamson, Shadman Memarian, Rachel Roper (Vice Chair),

Regular Members not in Attendance: Sheresa Blanchard, Danny Ellis, Saulo Geraldeli, Tricia Wilson-Okamura

EX-OFFICIO MEMBERS IN ATTENDANCE: Brittany Baker, Eboni Baugh, George Cherry, Jr., LaKesha Alston Forbes, Bill Staub, Sarah Williams

Ex-Officio Members not in Attendance: Dennis McCunney

OTHERS IN ATTENDANCE: Rachel Baker

ACTIONS OF MEETING: Approval of Minutes

### AGENDA

#### **I. Approve January Minutes**

- Approved

#### **II. Member Check in and Agreement of Engagement**

#### **III. DEI Updates**

- **Chairs Meeting** - Klein updated committee on news from the University Committee Chairs' Committee -All ECU Committees are all working within DEI restraints provided by Administration
- **Chancellor Dec 14<sup>th</sup> Memo to Campus** – we revisited email discussing the Chancellor's closure of the Chancellor's Commission on Diversity, Equity, and Inclusion (in January minutes as an appendix)

#### **IV. Charge Update**

- Discussed the change in charge to include underlined term: "*The committee will utilize institutional faculty diversity data from the ECU IPAR dashboard or similar data sets available to ECU faculty to identify trends and progress and will present a report on faculty diversity to Faculty Senate regularly, including one annual report.*" Motion to send revision to Committee on Committees. **Approved** Rachel will move this forward.

## V. Volunteers for Faculty Demographic Data Analysis

- Did not discuss

## VI. Subcommittee Reports (progress, actions taken, advice needed)

### Subcommittee on Fixed-termed Faculty Concerns

Members: *Sambuddha Banerjee, Tricia Wilson-Okamura, Danny Ellis*

- No updates at this time

### Subcommittee on Shared Interests with Faculty Governance Including DEI in Leadership, Code of Conduct, Annual Evaluations

Members: *Rachel Roper, Adriana Heimann-Rios, Elijah Asagbra, Shadman Memarian*

- No updates at this time. Suggest finding another vehicle to gather the data than the current process

### Subcommittee on Campus Accessibility

Members: *Angela Lamson, Amanda Klein, Shadman Memarian*

- **Angela Lamson:** Quantative data analysis with DSS Assoc Director, Nancy Ausherman - considering mapping for certain physical accessible areas – (lactation stations, etc. If students feel accessibility barrier/s to get to class, in bathrooms: add/stabilize stability bars, lower sinks, etc.) – file report. Our committee ability is **messaging** so all know how to ask for physical accessibility

### Subcommittee on Salary Equity

Members: *Saulo Geradeli, Amanda Klein, Elijah Asagbra,*

Tabled to fully address new document we received today (Proposal for ways to have faculty buy-in with certain metrics that impact salary)

### Subcommittee on Creating a Labor Acknowledgment

Members: *Rachel Roper, Angela Lamson* PLUS cross-committee members

- **Rachel Roper** – Labor acknowledgement language approved by all three vital components and is currently at the Chancellor's office for final approval. Links to relevant articles have been disabled (by Joyner), but R. Roper secured pdfs

### Subcommittee on ~~Keeping Tabs~~ Sharing Information on DEI Initiatives/Rollbacks at ECU and UNC system

**Explain what DEI crackdowns have been occurring**

**Members:** *Amanda Klein, Katie Flanagan, Brittany Baker, Bill Staub*

- **Katie Flanagan** - Change name to ‘Sharing Information ...’

**Subcommittee on Rebranding/Reframing/Rephrasing DEI**

**Members:** *Sarah Williams, Eboni Baugh, LaKesha Alston Forbes*

- Gathering information on resources

**VII. New Business**

- None at this time

NEXT MEETING: March 19, 2024

Respectfully Submitted,

Katie Walsh Flanagan, Committee Secretary