

COMMITTEE: Committee on Diversity, Equity, and Inclusion

MEETING DATE: March 19, 2024

PERSON PRESIDING: Amanda Klein

REGULAR MEMBERS IN ATTENDANCE: Elijah Asagbra, Sheresa Blanchard, Katie Flanagan, Danny Ellis, Saulo Geraldeli, Adriana Heimann-Rios, Angela Lamson, Shadman Memarian, Rachel Roper (Vice Chair), Tricia Wilson-Okamura

EX-OFFICIO MEMBERS IN ATTENDANCE: Brittany Baker, Eboni Baugh, George Cherry, Jr., , Dennis McCunney, , Sarah Williams

Ex-Officio Members not in Attendance: LaKesha Alston Forbes, Bill Staub

AGENDA

- I. **Approve February Minutes** – unanimously approved
- II. **Member Check in and Agreement of Engagement**

Katie Flanagan - Sent an article to committee from *Inside Higher Ed* (March 18, 2024) relating two universities in Virginia are having syllabi objectives scrutinized for DEI

Brittany Baker - Saw an article related to federal funding not approved at medical schools that support DEI

NAACP – told Black athletes to not attend Florida schools

- III. **Charge Update**

Amanda Klein said she asked Dr. Hong-Bing Su, Faculty in geology, to prepare the faculty diversity data for our committee to present to Faculty Senate. The presentation of these data is described in the charge to this committee

- IV. **Feedback on Salary Equity Proposal**

Amanda Klein - We are reviewing proposal to look at ways to get better raises for faculty (faculty buy-in document) where all faculty can work together to assist salary equity. Several ideas are put forth to generate funding (greater graduation rate, increased enrollment, etc.) **Elijah Asagbra, Saulo Geraldeli** concurred the summary. **Brittany Baker** – we should assign numerical values to each idea. **Sarah Williams** – consider using other perceptions besides faculty – Student Success, Admissions, IPAR,

- V. **Subcommittee Reports (progress, actions taken, advice needed)**

Subcommittee on Fixed-termed Faculty Concerns

Members: *Tricia Wilson-Okamura, Danny Ellis – at UNC level, discussing grievance policy, also looking at policies 6 & 9 – promotion policies. Looking at multi-year contracts with fixed term employees. Waiting to hear their (UNC) final say*

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*

- **Rachel Roper** – Still trying to get access to faculty annual evaluations via another means (survey study with IRB) Rachel sent survey questions to the group related to bias on evaluations and what evidence they have.
- **Likely a 2024- 2025 issue for committee.**
- Committee is tasked with reading RR's email and emailing RR or being ready to discuss in April on the next call.
- Suggestions include listing benefits of study/survey (to the faculty, to the university).
- Challenges include soliciting identifiable information (gender, race, years of service, rank, department/college, etc.), how data is going to be used, who will see it, etc.
- The introductory letter to the proposal survey must be clear so people feel compelled and protected when/if they respond.
- The survey will follow the same approval and process that RR did for the survey sent to all faculty in 2019

Subcommittee on Campus Accessibility

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

Angela Lamson –

- Trying to learn 'who' can help with 'what' on campus.
- Currently using the 2007 code [we just got the 2017 code adopted into work] – therefore, whenever structural engineering changes, they look at *current* codes they must follow, then make changes/building (ex; height of soap dispensers, changing tables, sinks...).
- Maybe consider using a student project/survey to help us learn where certain things are – single space stalls, lactation stations, bathrooms where a wheelchairs can fully turn around, bathrooms without steps, etc.
- We want to have QR code to find areas to map our unique spaces
- Jesse Peel website has some documented, but not current.

Subcommittee on Salary Equity

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

Skipped

Subcommittee on Creating a Labor Acknowledgment

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

- Rachel Roper - SGA did not approve LA as written, but omitted 'African' from the document, thereby changing it.
- History – at one point, more African American slaves in Pitt County than Caucasians
- We're working with historians to compile information on the history of slavery and Black contributions to Eastern NC to support the initiative
- RR contacted the Black Student Union – to get support assistance

Subcommittee on Sharing Information DEI Initiatives/Rollbacks at ECU and UNC system

Explain what, if any DEI changes have been occurring

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

Not discussed

Subcommittee on Rebranding/Reframing/Rephrasing DEI

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

Not discussed

VI. Updates

George Cherry– Library agreed to a display of books related to diversity, and more books are being purchased

VII. New Business?

ANNOUNCEMENTS:

NEXT MEETING: April 16, 2024

Respectfully Submitted,

Katie Walsh Flanagan, Committee Secretary