

## Academic Senate DEI Committee | November 11, 2022

### **Present:**

Marisa Henderson (Co-Chair), Pramod Khosla (Co-Chair), Nicole Audritsh, Michael J Barnes, Joan Beaudoin, Daniel Golodner, Christine Jackson, Satinder Kaur, Bharati Mitra, Rachel Pawlowski, Joseph Roche, Ali Salamey, Ricardo Villarosa, Keanu Respass (AAUP-AFT Liaison), Marquita Chamblee (Administrative Liaison)

### **Absent with Notice:**

Robert Harr, renée hoogland, Joan Beaudoin, Robert Harr, Cynthia Merritt, Brad Roth

### **Absent:**

Stephanie Chastain, Jennifer Lewis, Nenna Marupudi, Ricardo Villarosa

### **Guests:**

Meeting called to order: 2:01 pm

The committee was joined by Shelley Clifton and Kelly Kozlowski, the co-chairs for the DEI Council DEI Strategic Planning working group. They led discussions introducing the newly finished DEI Strategic Planning Guide, a template designed to help school/colleges/divisions as they create their own DEI plans. The guide was mentioned in the November plenary meeting. The slides from the presentation are found on the committee's Teams site. S/C/Ds that are starting their own plans are welcome to reach out to the Data Resources working group and request data that will help in planning efforts. DEI plans are due to Deans by April 1<sup>st</sup>, 2023, as requested by the Provost.

The committee then discussed the individual charges to the group from the policy committee. The group discussed each charge and provided questions or concerns that will help guide any plans to address them. A complete list of the questions and concerns raised during the meeting will be made available on the Teams site for further updates and considerations. During discussions there were major concerns about the lack on inclusivity on charges and on senate in general, where academic staff and student issues do not seem to be as big of a priority as faculty issues. DEI members that also serve on the policy committee will bring some of the concerns raised in the discussion to the next policy committee.

For the next meeting in December, the committee will be joined by representatives from Student Disabilities Services, Office of Multicultural Student Engagement (OSME), and Gender, Sexuality, and Women's Studies so we may hear more about their constituents and the support they need to perform their duties.

Next meeting: December 9<sup>th</sup>, 2:00 - 3:30 pm

Meeting adjourned: 3:18 pm