



August 26, 2021

IDE Committee Meeting Minutes 8/26/21

- Attendees: Dr. Carter, Dr. Rivera, Heather Engleman, Melanie Berger, Cynthia Downs, Dr. Volk, Dr. Drew
- Updates:
 - Inclusion, Diversity and Equity Committee (IDEC) Website is prepped with new people on IDEC
 - New IDEC Website has minutes location set up.
 - 2020/2021 minutes have been made accessible and will be uploaded. As completed by new ESF webmasters.
 - 2021 onward will be uploaded after meetings
 - Older years will be archived and accessible
 - [ESF Orientation has Inclusive Excellence Welcome listed on website](#). Please note the event is at 3:30, originally advertised beginning at 3pm.
 - New SU Grad fellow in the IDE Office working on veteran's initiative (Tristan – from the SU Higher Education program)
 - September 10th - 20 year anniversary of 9/11, virtual and in-person in Gateway at 1pm
 - September 10th - First BOT DEI meeting.
 - Diversity@ESF 24/7/365: Activating Project Inclusion. Will call upon ESF community activating concepts of IDE embedded within Project Inclusion. Each weekly speaker will be asked to model how to update the Diversity Inventory Program (DIP) during their session.
 - LSAMP via NSF
 - Serving students for LSAMP beginning in October because of the application process (<https://www.esf.edu/ide/lsamp/default.htm>)
 - Take in 20 students each year
 - This year students won't have a summer experience, but following cohorts will have a summer experience at the beginning of their year
 - Lots of opportunities for faculty to be involved and assist, either on the large-scale (all CNY) or on-campus
 - Seven institutions: Ithaca College, Utica College, SUNY Cortland, SUNY ESF, Hobart and Williams Smith Colleges, Herkimer College (Community), Tompkins Cortland Community College
 - How can the current funding be leveraged to generate additional funds to do DEI work? Could apply for more funding to build off of this foundation
 - LSAMP will hire two people for summer programming and provide incentives to faculty to assist in the summer
 - If students come to the summer program from LSAMP alliance institutions, their costs are covered by their home institution.
- DEI Committee for BOT

- Activating five main points from Chancellor 25-point racial equity plan
- Project Inclusion (Draft graphic below)
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- PDF example!!
 - Will be on ESF main page
 - Want to add countdown to installation on the image
 - People can sign up to have narrative emailed to them (that goes along with the visuals)
 - Want to connect data to simultaneous campus events (Latino/Latina Heritage Month, etc.)
 - Joel and Danielle’s first shot at the data
- Edit thoughts
 - Get domain of question (i.e. philosophy and mission) on the PDF for reference
 - Be clear where images are from, get permissions to use images
 - Add “Based on data from 2020-2021 Project Inclusion”
- Ask Communications Department to commit to developing the visuals for the 28 Days in-office, to show campus-wide commitment and not just OIDE and IDEC Committee work
 - Would be nice to have departments take on activities in response to the feedback
- First time students this year:
 - 179 female, 135 male
 - 28 female, 9 male students of color
 - With no budget, we can’t celebrate Hispanic Heritage Month and we have so few students (only 27 on campus total; dropped)
- What do we want to bring to the President for Inauguration Day?
 - Dr. Drew: recognizing our failures along some axes
- Let’s get time with the President for the whole IDE Committee- **Create Google Doc by Monday**
 - Send to President Mahoney and carbon copy Olivia Slobozien (onsloboz@esf.edu)
 - Committee has never had a budget

- Document should reference. “Here’s what we’ve done with no budget, with the President launching this IDE initiative as part of the inauguration - with a budget we could do X, Y, Z...”
 - Furnish the President with positive messages/advocacy/or challenge to announce when she’s installed
- All OIDE programming (that supports IDEC activity) last year was done with student budgets
- Thank you to President Mahoney for covering the costs of serapes/stoles?
- Mention in communication to President Mahoney the memo on diversity policy on the President’s webpage
- Our graduates are applying for jobs where IDE efforts are funded. In turn, professional fields are moving in the direction of funding IDE.
- Examples of discipline-specific IDE effort.
 - ABET - accreditation; requires that IDE be in curriculum and prove that it’s in there
 - Not just discipline-specific - business industry is caring when students walk into the job market
 - Middle States accreditation requires an account of institutional IDE work (Project Inclusion will help us articulate)
- Dr. Drew: Can we get credit for faculty for doing work on IDE Committee?
 - Excellence in Service, Teaching and Research are the options; what about an IDE category?
 - Or credit for moving your curriculum or research in that direction

https://docs.google.com/document/d/1L6gvQUhB_Bpl9rdkk8qT4-4DCc6xCdmX9KxkShc_p30/edit?usp=sharing