



ESF Inclusion, Diversity and Equity Committee Minutes

Friday, December 03, 2021

11:30am-12:30pm

I. Introductions and Roll Call (Please add: First, Last, Liaison (or) Member)

Dr. Malika Carter - absent (excused), Melanie C. Berger (member), Dr. Lizette Rivera (member), Dr. Cynthia Downs (Liaison), Dr. Joshua Drew (He/Him member) Timothy Volk (member), Dariya Getya (member), Heather Engelman (member), Yalena, Lela Randall

II. Update on the OIDE Initiatives (standing agenda item)

- LSAMP. 7 applications are in. We lost our Grad Student LSAMP employee two weeks ago. Dr. Carter was able to secure a brand new GA ship that the Provost will be paying for. We definitely need the help for the LSAMP initiative.
- The format of the OIDE initiatives will be changing. They will still do fun initiatives but on a smaller scale.
- Dr. Rivera shared information regarding the IEGR - December 6th at 3:30pm in Gateway. Regalia is optional - serapes and cords will be given out at the graduation this time.

III. Committee Members/Liaisons Charge (Reference Below)

IV. IDEC Member Updates

- Josh Drew - Shared information regarding retention - (see link). [Field courses narrow demographic achievement gaps in ecology and evolutionary biology - Beltran - 2020 - Ecology and Evolution - Wiley Online Library](#)
- Yelena - BOT met yesterday, we have made some progress, waiting for Dr. Carter.... (sorry someone came in the office so I did not catch all of what Yelena shared).
- Heather -
 - The Alumni Racial Equity committee started meeting again
 - Women's Caucus has 2 remaining coffee break events this semester
 - all remaining single stall restrooms to be re-signed should be done before spring semester. Bathroom parity committee also recommended renovations to facilities in Moon and Illick for ADA accessibility.
 - Follow-up to low attendance note made earlier: those at choose action meeting earlier today reported similar at those, and other events.

- Regarding childcare - there's a small group going to visit Upstate's Child Care Center on Tuesday 12/14.
- Discussion/question Josh Drew presented if there was a class for first generation students to navigate and become successful at universities. Tim Volk wanted to know how many students desiring to participate in LSAMP are being turned away and the criteria they do not meet. He will email Dr. Rivera. Tim Volk will reach out to Anne Moore and share with her that Melanie would like to connect with her about advising.

V. Project Inclusion (PI)

- Melanie - 28 Days of Equity emails are going out daily. Also, Dr. Carter and Melanie have been facilitating 24/7/365 sessions. A handful of students have attended and they have been getting some helpful and general feedback.
 - Question: how are these being advertised? Dr. Rivera is updating social media every Friday. She believes they are on Campus Calendar, but not CampusLabs.

VI. Announcements

- ESF Brave Space Announcement - held grand opening on 11/30/21. If you want to see the program Dr. Rivera posted the video on OIDE's Instagram. Plans are in place to get a microwave, mini fridge and a projector on the wall for this space. This is a temporary space - until a larger space becomes available. Now is the time to capture space and not wait. Matt Smith's vision is very good and he is onboard for space being utilized in the bottom level of Moon Library. Melanie suggests that she and Yalena meet with Matt and Lexi to keep that conversation going.
- Spring '22 New Normal Sessions scheduled for Tuesdays 1/25 - 4/19/22 - 11am - 12pm.
- Inclusive Excellence Graduation Ceremony on 12/6 at 3:30pm in Gateway and Zoom.
- There's a TGIO today in Gateway that starts at 4pm.

VII. Reference Documents

- <https://docs.google.com/document/d/1Fe2VdsrJLyER4Ba69UIClDi32fqxlqg2xcaF0GEcYY/edit> [IDEC Memo descriptive of members and liaisons]
- <https://docs.google.com/document/d/1SiWd3U9BbXPJwgJKmsoNT7dFF9oI0onwoyh0bZR0vAs/edit> [IDEC Memo descriptive of members and liaisons]