



College Inclusion, Diversity and Equity Committee

Meeting Minutes

Friday 1/16/19 – 110 Moon Library

11:45am – 12:45pm

Attendance: Sophie G., Kerrie F., Heather E., Malika C., Carson R., Lela R., Kirsten M.

I. Review and Acceptance of Notes from Last Meeting:

Friday 12/14/18 – 110 Moon Library

Carson – moved to approve, and Kerri seconded.

II. Accessibility Content Experts Network at SUNY ESF:

January 25th.

III. Discovery Challenge Updates & Implications for IDE:

a. Discovery

b. People

- Student Carson R. – Student Subcommittee meeting next week. No timeline yet from the main group.
- SWOT is being done.
- Faculty subcommittee meeting 1.18 @ noon in 122 Jahn
- Staff – SWOT

c. Ways & Means

- Joanie Mahoney's team will also be conducting a SWOT analysis.

IV. Captioning Funds & Accessibility Plans:

- We need video captioning.
- Money spent and has not been replenished.
- Videos cannot be posted without captioning capabilities.
- Dr. Carter will report back to IDE committee after her captioning meeting on 1/25.

V. Inclusive Excellence Welcome Reception, Thursday, January 17th, 11:30am-1:00pm in Gateway:

- Per Kerrie, to date, we have received RSVP's for 25 non-students and 5 students.

VI. GRANT OPPORTUNITY ALERT: Announcement of 2019-2020 Explorations in Diversity & Academic Excellence (EDAE)

Suggestions from Heather:

- Dialog Circles with Interfaith Works; Opportunities for Partnerships and Training to Improve our Network of Scientists (OPTIONS), originally suggested in unsuccessful NSF proposal in 2006. This was intended to combat implicit biases, which undermine classroom practice and professional assessment and advancement through purposeful intervention in faculty development, curriculum assessment and a future faculty initiative that would provide incentive to enrollment in courses in teaching, research ethics, bias literacy, etc.

VII. Improvement & Activity Updates:

a. Bias Response System

- No activity

b. Accessible Van

- Up and running and was posted in the Oakies Opps email informing folks. Kevin Reynolds is the coordinator/contact person for this service.

c. Consensual Amorous Relationships.

- The Policy has been developed and shared with the ESF Campus Community.

VIII. McNair Scholars National Listing Access:

- Dr. Carter explained we missed this opportunity to participate. We will have to wait until next year.

IX. Co-leadership & Campus address regarding membership:

- We will revisit.
- Dr. Carter will send the charge and rotation schedule.

X. Updates from Recent Conference Activity:

- Heather will attend the NYSAF conference next week; she and Mariann Johnston are hoping to recruit other women for networking over breakfast.
- Dr. Carter will attend the eighth Annual Student Diversity and Leadership Conference Saturday, February 23rd.

XI. Post Student Diversity Initiatives Office:

- No Updates.

XII. New Business:

- USA doing a writing session for title IX changes and ways to comment.
- IDE will conduct a Climate Survey similar to the USC Institutes.
- The NYS required Sexual Violent Prevention survey is coming out this spring.
- There will also be a college senior survey going out as well.
- Sophie explained we should be mindful of the amount of surveys we put out.
- Funds have already been secured for some of these surveys.

XIII. Announcements:

- Interfaith calendar – make sure that we address professors that are absent because they are observing.
- Dr. Carter, Dean Lombard and Dean Shannon will soon compose and submit an interfaith letter to campus shortly.

February 15th – Lunar Celebration

February 27th - ESF Career Fair – **(OIDE Meeting will we have)**

April 10th – SUNY's Got Your Back – **(OIDE Meeting will we have)**

June 11th – 14th - First Annual Diversity, Equity, and Inclusion Conference in the Berkshires
Catalyzing 21st Century Discourse and Engagement on Race

Kirsten – childcare taskforce at SU completed an [inventory](#) of lactation spaces on campus (for comparison, ESF has one lactation room, 313 Baker Lab, and one changing table, in the all gender/accessible restroom in basement of Gateway. There is a link to this resource from the Women's Caucus website, in this [section](#)).