



College Inclusion, Diversity and Equity Committee
Meeting Minutes
Friday 11/30/2018– 110 Moon Library
11:40-12:40

Attendance: Heather Engelman, Kerri Findlay, Lela Randall, Dr. Malika Carter

I. Welcome & Introductions:

Minutes review and discussion of 11/2/18 meeting.

Approval of minutes by Dr. Carter.

II. IDE Representative to Visibility & Marketing Committee:

III. USC Equity Institute & Climate Survey:

USC Race and Equity presentations have been scheduled the beginning of spring semester. Currently, we have 10 presenters along with Dr. Carter as co-presenter. Dr. Carter will open and close the sessions out.

Dr. Carter's hopes these presentations would draw people out and open the door for continual dialogue.

IV. Improvement & Activity Updates:

A. Bias Response System

No new updates

B. Accessible Van

Dr. Carter has not heard anything on the accessible van yet.

C. Consensual Amorous Relationships.

Dr. Carter attended a meeting this week with several people to discuss consensual relationships. Currently, we have a bias incident report form where people can file anonymously. SUNY feels the need for a policy to be in place.

We are still doing well with the Diversity @ESF 24/7/365 sessions. Dr. Carter has asked the USA leadership to contribute \$15.00 per session toward snacks. Since we met, the spring schedule for these sessions have been posted on ESF's campus calendar.

Dr. Carter has been asked to Chair the First Year Experience Committee. She desires to be involved differently with EOP and underrepresented students due to them being the most vulnerable.

V. McNair Scholars National Listing Access:

VI. Co-leadership & Campus address regarding membership:

VII. Updates from Recent Conference Activity:

During the Black Doctoral Conference, Dr. Teron conducted a soft touch recruitment and Dr. Carter has solicited assistance from Scott Shannon and Marcia Barber.

Dr. Carter will be attending a SUNY Chief Diversity Officer Network Event December 4th thru December 6th.

Dr. Carter will also be attending NADOHE Regional/National in March.

VIII. Post Student Diversity Initiatives Office:

IDE's role in making campus more welcoming.

VI. New Business:

What can we do about OIDE Committee membership? Dr. Carter advised we would think about structure and how we appoint people.

Discussed policy models, Dr. Carter drafted a procedure form - hoping Executive Cabinet will approve. Vetting is the most important piece and Dr. Carter is considering developing a committee so other voices are at the table.

SUNY Morrisville Day of Dialogue: (Heather Engelman)

Heather attended several small group sessions. She discussed attending one on Gender Issues: evaluation and implications for promotion and tenure. The presenter discussed a study using an online class so the gender of the two instructors would be masked, during student course evaluations.

IX. Adjournment:

Meeting ended at 12:41pm
Minutes take by Lela Randall