



College Inclusion, Diversity and Equity Committee
Meeting Minutes
Wednesday 3/13/19 – 110 Moon Library
12:45am – 1:45pm

Attendance: Kerrie, Heather, Amy, Lela, Malika

I. Review and Acceptance of Notes from Last Meeting:

Minutes approved by IDE committee.

II. Accessibility Content Experts Network at SUNY ESF:

The group will meet in the different environments that will be affected by accessibility.

III. Discovery Challenge Updates & Implications for IDE:

- a. Discovery Challenge - Managed by Chris Nomura - the following five projects are being considered for funding:
 - 1. Initiative in Environmental Data Science
 - 2. Mass Timber Construction
 - 3. Center for Environmental Medicine & Informatics
 - 4. Pathways to a Net-Zero Carbon Future: Landscape Design for Sustainable Energy & Climate Change Mitigation
 - 5. SUNY ESF Restoration Science Center
- b. People - Managed by Anne Lombard - the group is meeting on Wednesday, March 20th.
- c. Ways & Means – Managed by Joanie Mahoney

IV. Captioning Funds & Accessibility Plans:

Dr. Carter is working on obtaining funding for captioning & accessibility through a grant. The funds initially came from President Amberg's discretionary funds which has been exhausted.

V. SUNY Title IX Survey:

This survey has been launched, it will take some time for the results to come in. Once the results are in, Amy will decide how to best communicate them to the ESF campus. Discussion - regarding the outcome of the results and moving forward.

VI. External Teaching and Learning Opportunity:

This week Dr. Carter will meet with Tom Carter and John Turbeville to finalize the External Teaching and Learning Opportunity document. She will introduce the document to the Provost and ask that he shares the document during an Academic Council meeting with all department chairs. The department chairs have been informed that this project was underway.

Dr. Carter will also introduce the document to the academic governance executive committee, informing them of the steps taken thus far and ask them to distribute the document to all faculty members, placing it as an agenda item on the Academic Governance meeting agenda.

VII. Improvement & Activity Updates:

- a. Bias Response System - Still working well and getting reports, we will continue to advertise.
- b. Accessible Van - Discussion of applying signage to the van and also placing signage in various areas on campus for advertisement.
- c. Consensual Amorous Relationships - SUNY continues their work.

VIII. McNair Scholars National Listing Access:

Per Dr. Carter, we will revisit this opportunity sometime in November.

IX. Co-leadership Vote:

The IDE committee members voted to appoint Kerrie Findlay as Co-chairperson of IDE and she happily accepted. A schedule of weekly meetings with Dr. Carter (Chair or IDE) will be put in place shortly.

X. Updates from Recent Conference Activity:

Dr. Carter attended the NADHOE (National Association of Diversity Officers in Higher Education) conference in Philadelphia. The conference theme is a clarion call and a reminder that we must continue moving forward with purpose, courage, and vision to advance change on our campuses. She also attended a workshop in Binghamton called PRODiG (Promoting Recruitment, Opportunity, Diversity, Inclusion and Growth) Initiative. PRODiG aims to increase the representation of historically underrepresented faculty at SUNY including underrepresented minority (URM) and women faculty of all races in STEM fields (WSTEM).

XI. Policy and Procedure Presentation for AGECE:

Dr. Carter presented policy templates to AGECE and was invited to attend future meetings with them to discuss the documents for five minutes at each meeting. The goal is to ensure all policies look the same.

XII. Roster and Term Limits for IDE Committee, Update Needed:

List members and term ending so all are aware.

XIII. Identity-Based Web Pages:

Women's advise pages are up on the OIDE page under resources. Dr. Carter is suggesting that the student groups get together to finish the pages and may give an ask for the funds from the previous Scott Blair position account to fund the gather of parties for completion of the pages.

XIV. PRODiG:

Three working meetings have been scheduled to craft a proposal. These three meetings are scheduled on our campus and we anticipate other meetings will be scheduled at OCC and Upstate. The proposal application deadline for SUNY is April 26th. More information about PRODiG can be found at <https://www.suny.edu/prodig/>.

XV. Childcare:

Child Time- a daycare provider has closed. Heather has brought this to the table for thoughts on how to possibly purchase the daycare that has closed for SUNY ESF.

XVI: Conversations on Race and Ethnicity:

Laura Crandall shared the CARE responses and provided some feedback. Laura feels it would be good to continue to do more of these session and the Anti-Bias training too. She is unable to continue overseeing the program due to her already heavy workload. Laura remembers connections with Interfaith and talked a few times with Peter at IFW but his price was just too high to proceed. She also sees great potential in having a formalized program by ESF, hosted by ESF facilitators (perhaps also SU, like SU HED students). Laura feels a big disconnect was not having our facilitators on our campus to talk with after the sessions. She would like to meet in a few weeks or pick it back up in the summer if possible to have further discussions.

XV. New Business:

None.

XVI. Items for Continual Consideration:

- a. Anti-Bias Professional Development Modules
- b. Tim Volk - wanted to share this link to the Intergroup Dialogue Project at Cornell - <https://www.idp.cornell.edu/>. (I see Syracuse is also running a Intergroup Dialogue -

<http://intergroupdialogue.syr.edu/about/>) There are a lot of parts of this but I have wondered if it might be worth a visit and thinking about how we might work some of this into the ESF campus. For example, many students take a 132 1 credit introductory course in their major and this might be a place where some of these ideas and approaches could be incorporated. It also looks like there are student facilitators that are trained to help run dialogues, which seems like an effective way to engage students and multiply the impact. I wonder if we might be able to blend this with the ideas that Interfaith Works uses for dialogue circles?

XVII. Announcements:

April 10th – SUNY's Got Your Back

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. Childcare inventory has been done (changing tables, lactation rooms). There is a link to this resource from the Women's Caucus website.

Meeting adjourned: 1:45pm

Minutes taken by: L. Randall, M. Carter, A. McLaughlin