



College Inclusion, Diversity and Equity Committee
Meeting Minutes
Wednesday 4/10/19 – Gateway
12:45am – 1:45pm

Attendance: Laura Crandall, Heather Engleman, Malika Carter, Carson Rowe, Lela Randall, Amy McLaughlin, Sophie Gublo-Jantzen

I. Review and Acceptance of Notes from Last Meeting:

Minutes from 03/27/19 approved by OIDE Committee.

II. Accessibility Content Experts Network at SUNY ESF:

Carson - USA finalized and released the resolution on seen and unseen accessibility on campus, as well as child care to the student body and it was approved.

Dr. Carter - Paul Otteson is scheduled to retire in June and we are working to ensure all OIDE information is updated and current on the web. Joe Rufo has been designated and working to ensure people in various areas are sending emails in correct accessibility format. It is hopeful, in the near future, emails will be sent by Karen Moore of the Communications Office.

III. Discovery Challenge Updates & Implications for IDE:

- a. Discovery Challenge - No new updates. Chris Nomura requested all groups receiving funding from Discovery to submit their budgets; all but one group have submitted it.
- b. People - No Updates
- c. Ways & Means – No Updates

IV. Captioning Funds & Accessibility Plans:

Julia Allis has several different projects that are not captioned. Approximately \$1625.00 will be refunded to the PIF account from Higher Education Research Institute (HERI) due to errors made by the company when they launched (3) surveys last month. Dr. Carter would like to utilize this money towards captioning and will converse with Dean Lombard in moving forward with this plan.

V. SUNY Title IX Survey:

No new updates.

VI. External Teaching and Learning Opportunity:

This document has been shared and Dr. Carter has requested it be vetted to the Chairs Council. Provost David Newman is working to accomplish this. There are three parts to this:

- Safety and Security - Malika Carter
- Leveling the Playing Field/Internships - John Turbeville
- Equity Abroad - Tom Carter

VII. Improvement & Activity Updates:

- a. Bias Response System - People have emailed Amy and she has received student to student incidents that she will be handling.
- b. Accessible Van - People continue to utilize.
- c. Consensual Amorous Relationships - There's a new sexual harassment training from SUNY we can use and adopt as our own - Amy will add Title IX to it.

VIII. Dialog Circles:

Discussion:

X. Updates from Recent Conference Activity:

Students from ESF (Emily Li & Peter Huber) attended the SUNY Student Assembly Spring Conference, with presentations of Diversity 24/7/365 two times, and were very well received by conference attendees. Suggestion was made, it would be nice to honor/recognize these students in some way.

XI. Policy and Procedure Presentation for AGECE:

Dr. Carter desires Colin Beier to officially inform Executive Cabinet of her continual attendance at the AGECE meetings. She will be presenting on several policies (Policy Populating Committee, Policy on Policy, etc.)

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

Carson is preparing the document for Provost David Newman; he is still waiting to hear back from a few folks. The new USA students of leadership will be taking office on this Saturday. Contact Andrew Graham (new President) or Peter Huber (Vice President) for any questions or information.

XIII. Identity-Based Web Pages:

The identity based editing meeting was held on April 9th. Many edits were made on the identity specific groups on the webpages. Had a nice turn out of folks, lots of ideas shared and all identity pages were successfully completed.

Discussion: possibly creating identity pages for first generation students and military.

XIV. PRODiG:

Work on ProdiG proposal document continues. Three institutions (Upstate, OCC and ESF) are working in collaboration in submitting this proposal to obtain funding for this initiative.

XV. Childcare:

No Updates

XVI: Conversations on Race and Ethnicity:

Laura Crandall and Dr. Carter continue dialog with Peter Wilner of Interfaith Works. It's estimated \$15,000 would be the initial cost for funding the training (CARE) program for the first year and would be discounted after that. Dr. Carter contacted Dave Dz. in the Business Office to request additional money. Dave explained ESF's budget is already financially strained and asking for more funding would only add to that. In short, additional money is unavailable.

Laura Crandall will inquire about funding from PIF for the Inclusive Excellence Through Dialogue series. Dr. Carter wants to package this with anti-bias training. Carson shared it would be best if ESF does the training instead of SU; we can no longer piggy-back off of SU's program.

XV. New Business:

None.

XVI. Items for Continual Consideration:

- a. Anti-Bias Professional Development Modules - Dr. Carter is speaking with Gary Peden and Susan Fassler regarding adding protocol on how to get the modules moving.

XVII. Announcements:

April 13th -CNY Girls' Summit

April 25th - Take Our Kids to Work Day

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

Meeting adjourned: 1:55pm

Minutes taken by: Lela Randall