



College Inclusion, Diversity and Equity Committee
Meeting Minutes
Wednesday 4/24/19 – Moon 110
12:45am – 1:45pm

Attendance: Amy, Malika, Carson, Kerrie, Lela, Heather, Sophie

I. Review and Acceptance of Notes from Last Meeting:

Minutes from 4/10/19 accepted by OIDE Committee.

II. Discuss and draft Disclaimer Language to be read aloud each meeting

Discussion regarding first ½ hour of our meetings open so that anyone from the campus may join and have the second half of the meeting be for IDE Committee members only.

Agreed-Upon Disclaimer: The first ½ hour is reserved for committee members and the remainder of the meeting is open to the campus community. We encourage individuals to attend to express opinions and ideas.

Amy agreed to speak with Paul to add this language to the website and regarding connection keys for her and Lela, so they can make simple changes.

III. Committee Allies and Committee Members:

Kerrie presented her idea of committee allies that include people that are rotating off or are not able to come to all of the meetings. Individuals will receive notice of allyship or membership as the terms are settled by the CDO with the Provost.

IV. Captioning Funds & Accessibility Plans Update

Meeting called by CDO with other administrators to discuss the plan for accessibility longevity regarding captioning.

V. Survey Updates - Higher Education Research Institute (HERI); SUNY Sexual Violence Prevention Campus Climate survey; etc.

SUNY Sexual Violence Prevention Campus Climate Survey - ESF is a 12% completion for students and 17% completion for staff. High response rate, but not completion. Depending on

what they answered, depended on the questions. ESF could not change the survey even if it did not resonate with our campus. May 15th is the last possible date to participate. The survey results will be released soon after the close date.

Higher Education Research Institute (HERI) - 11.4% completion for First Year, 8.7% College Senior and 16.4% Staff Climate. We will be receiving results sometime in July.

Qualtrics: A message from the Provost office will be coming out. The Institutional Research Office must receive all surveys. But IR does not have to help with survey design.

VI. External Teaching and Learning Opportunity Updates and activation (discussion)

The report was shared with IDE Committee, Academic Council, Council of Chairs, and will be presented to the IDE Committee. Committee members are being asked to look at the recommendation section on the External Teaching and Learning Opportunity document and update.

VII. Other Improvement & Activity Updates:

- a. **Bias Response System** - Amy will continue to promote trainings.
- b. **Accessible Van** - Services are advertised well - posted in elevators throughout campus.
- c. **Consensual Amorous Relationships** - Still waiting on SUNY.
- d. **Anti-Bias Professional Development Modules(RA's; Peer Mentors; OL's; Facilities; Writing Center Tutors) & Dialog Circles** - Should be posted on OIDE website where people can drop in. It's important that individuals attending the training are publicly recognized.
- e. **Policy and Procedure Presentation for AGECE** -Colin B. attended the Executive Cabinet meeting and shared an outline on how to navigate policies and procedure on ESF campus.
- f. **Identity-Based Web Pages** - Childcare, pregnancy, lactation will be added. Peter Huber will submit to webmaster after all pages are finalized. Finalization is in the next two weeks.
- g. **PRODiG** - meeting with OCC/ESF/Upstate last Monday, Dr. Melissa Fierke submitted an idea.

VIII. New Business:

X. Announcements:

April 25th - Take Our Kids to Work Day

May 9th - Inclusive Excellence Graduation Reception 11:30am in Nifkin Lounge

May 23rd noon - 1:00 pm - Webinar Chinese Pronunciation: Understanding and Honoring Your Students' Names

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

Inclusive Excellence Welcome Reception - May 9th

Spectrum Conference July 8-10 (\$80 for students)

Meeting adjourned: Amy moved to adjourn at 1:37, Lela 2nd.

Minutes taken by: Dr. Carter & Lela