

Meeting Minutes APPROVED DURING 10/5/18 Meeting



College Inclusion, Diversity and Equity Committee
Meeting Minutes
Friday 9/21/2018– 110 Moon Library
11:40-12:40

- I. Welcome & Introductions
 - a. Minutes review
 - b. Approval of minutes - Minutes of 9/7/18 Approved.
- II. IDE Representative to Visibility & Marketing Committee - Updates
 - a. Campus Consultants: Thornburg Group
 - b. Consultants recommended that additional material for their consideration can be sent to Zach Smith in Admissions and then will be forwarded to them
 - c. Other updates: Kerrie provided an update on her experience. She was asked "what makes ESF special". Mission, community, and engagement were discussed. Kerrie was able to mention diversity in the context of who is a successful student at ESF. Sophie added that the attrition reports for students of color and international students is not statistically significant, but the narrative does not match.
- III. USC Equity Institute & Climate Survey
 - a. Update from Committee members about the experience so far
Ground rules: when here, be present. Brave place rather than safe place. "What's said here, stays here. What's learned here, leaves here."
Small group projects
Address and assess the level of buy-in, accountability: Set a place/time/date when a participants can be accountable with a particular product, allowing individuals to engage their professional skills and judgement.
 - b. Jenise L. Evans, of the National Assessment of Collegiate Campus Climates (NACCC) at the USC Race and Equity Center sent contract. Open enrollment for joining NACCC period is September 5 through November 5, 2018 for the Spring 2019 administration of

the national survey. Payment must be made prior to enrollment. Dr. Carter has sent correspondence to our purchasing department to process contract

- IV. Bias Response System | Inclusive Excellence Statement (Syllabi Template)
Instrument in conjunction with the IE statements on syllabi.
Instrument has had some structural updates. Amy would like to have 2 sessions of "Know you [Title] IX" in October, awaiting room confirmations. Program would be a good time to go live with the [bias report](#). Amy is within the program to receive reports; Soon also Dr. Carter (needs credentials). Today or tomorrow will send updates for website.

Heather mentioned that the instrument came up in the FRNM department meeting. The question asked in that meeting was should there be criminal activity categories mentioned on the form because it suggests immediate danger. Front page does explain immediate danger should go to police; can report to multiple venues. If someone reports anonymously that they were assaulted, do you need to follow up? Each case needs to be addressed individually; it anonymous, may not have enough information without multiple reports. Hope reporters do identify themselves so additional resources can be referred. How about microaggressions, do you go to the accused to educate? Perhaps, perhaps go to supervisor, perhaps look at other behaviors and other training options.

What are suggestions for sharing the bias instrument with our community?

NSF has a requirement for ESF to report Title IX infractions. This bias system assists us in record keeping.

Sidebar: sending job announcements to NAME to broaden pool. NYS--can no longer ask for or consider prior salaries in considering salary offer to prospective employees. Can ask: what is your target salary? (If out of range, but coming from a high cost of living area, rather than eliminating from pool, can point out that Syracuse is actually one of the most affordable cities, would you like to revise?) All documents that search committees receive are now online, so prospective committee members can look, anyone interested in process (including candidates)

- V. Committee make-up for next year – term rotations (Tabled to next meeting)
Welcome Kirsten McGiver - GSA Representative
- VI. FALL/Spring series of facilitated gatherings: [Diversity@ESF 24/7/365](mailto:Diversity@ESF).
Alternating between Mondays and Tuesdays at 3:30, in 408 Baker Laboratory
(Exception: 10/2, in 217 Bray): September 24, October 2/8/16/22/30, November 5/13/26, December 4/10/18
Amy will be facilitating the first one, perhaps on implicit bias test and part of USC piece on intersectionality.
- VII. New Business (tabled to next meeting)

Adjourned 1pm

