



College Inclusion, Diversity and Equity Committee

Meeting Agenda

Wed 9/7/2018– 110 Moon Library

11:40-12:40

- I. Welcome & Introductions
 - a. Minutes review
 - b. Approval of minutes
- II. IDE Representative to Visibility & Marketing Committee
 - a. Campus Consultants: Thornburg Group
 - b. Other updates
- III. USC Equity Institute & Climate Survey
 - a. Update from Pre-Meeting (single-time, in-person). Tuesday, September 4 from 3-4 pm in 314 Bray Hall.
 - b. Jenise L. Evans, of the National Assessment of Collegiate Campus Climates (NACCC) at the USC Race and Equity Center sending contract when each participating institution officially enrolls. The open enrollment period will be September 5 through November 5, 2018 for the Spring 2019 administration of the national survey.
- IV. Diversifying the Hill update
 - a. CenterState CEO staff who are working as part of the Talent Task Force initiative
The Talent Task Force is a group working on behalf of the CNY Regional Economic Development Council, who will have a role in any prioritized spending plan for the region with respect to talent issues.
 - b. DTH is being held up as an example of what businesses/institutions should be doing,

and ultimately to use that as a springboard to a financial request to support DTH activities.

- c. Event being planned for one of the following dates: 10/23, 11/9 & 14. Will be held at the CNY BioTech Accelerator and/or The Nancy Cantor Warehouse
- d. Charter being developed to guide mission, vision, values, membership
- V. Bias Response System | Inclusive Excellence Statement (Syllabi Template)
- VI. New Business
 - a. Committee make-up for next year – term rotations
 - b. Graduate Student Representative
 - c. FALL/Spring series of facilitated gatherings: Diversity@ESF 24/7/365
- VII. General Updates & Reminders

PLEASE USE THE BELOW TEMPLATE TO RECORD MEETING MINUTES



College Inclusion, Diversity and Equity Committee

Meeting Minutes

Wed 9/7/2018– 110 Moon Library

11:40-12:40

I. Welcome & Introductions

Present: Dr. Malika Carter, Sophie GB, Dr. Tim Volk, Ben M., Carson Rowe, Kerrie Findley, Amy McLaughlin

a. Minutes review

b. Approval of minutes ----- Approved.

II. IDE Representative to Visibility & Marketing Committee

a. Campus Consultants: Thornburg Group

Sophie's report: Competitive Bid process resulted in the Thornburg Group consulting with ESF. The 18th of September, meetings will begin. On behalf of the committee, Sophie suggested a specific meeting with the IDE committee. It was shared with Sophie that due to timing, this is not possible. Carson asked about IDE Marketing and what IDE is currently doing. Amy described that we are working on editing and eventually posting materials that search committees and chairs receive. Dr. Carter named buttons being shared among ESF Students, and mugs that are being planned for Trailhead. Dr. Carter agreed to share buttons with USA to distribute during their next meeting.

IDE members attending meetings with the Thornburg group are encouraged to share the IDE strategic plan during each meeting. The most updated strategic plan will be shared alongside approved minutes from the last meeting.

Kerrie asked what the timeline is for the consultants at ESF. Sophie shared that the timeline is accelerated, 8 weeks.

- b. Other updates

III. USC Equity Institute & Climate Survey

Tim, Amy, and Dr. Carter synthesized their experience with the institute.

Kerrie, Carson and Tim suggested a synthesis and collective homework from USC be shared with students and other constituents at the conclusion of the experience.

- a. Update from Pre-Meeting (single-time, in-person). Tuesday, September 4 from 3-4 pm in 314 Bray Hall.
- b. Jenise L. Evans, of the National Assessment of Collegiate Campus Climates (NACCC) at the USC Race and Equity Center sent the contract to invite each participating institution to officially enroll. The open enrollment period will be September 5 through November 5, 2018 for the Spring 2019 administration of the national survey.

Dr. Carter has forwarded the contract to ESF Legal Council and the Office of the VP for Administration.

Sophie informed that this spring is a good time to do the survey.

Amy shared that there will also be a title ix survey during Spring Semester.

Kerrie mentioned USA can help us with advertising the survey. Carson and Ben agreed and encouraged follow up as we get closer to the date of survey dissemination.

Carson named specific mediums available to USA, including the ESF GO- app, and other ways to advertise the survey.

IV. Diversifying the Hill update

- a. CenterState CEO staff who are working as part of the Talent Task Force initiative
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- b. DTH is being held up as an example of what businesses/institutions should be doing, and ultimately to use that as a springboard to a financial request to support DTH activities.

- c. Event being planned for one of the following dates: 10/23, 11/9 & 14. Will be held at the CNY BioTech Accelerator and/or The Nancy Cantor Warehouse
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- V. Bias Response System | Inclusive Excellence Statement (Syllabi Template)

Amy M. Reported on the system. Shared that it is mirrored after the SU model since we are close in proximity to SU. We are looking at rolling that out to everyone in phases, beginning with student leaders and administrators involved in forming the idea to support the Inclusive Excellence Statement.

The pending Title ix phone app was also mentioned as a pending resource to report.

Amy was invited by Carson to share the app, statement, and bias system with student leaders during an upcoming meeting of student leaders.

- VI. New Business
 - a. Committee make-up for next year – term rotations
 - b. Graduate Student Representative
 - Dr. Carter will send an informational email request to GSA leadership - Ryan Scheel.
 - c. FALL/Spring series of facilitated gatherings: [Diversity@ESF 24/7/365](mailto:Diversity@ESF)
Meetings are being planned in partnership with USA and hopefully GSA.
- VII. General Updates & Reminders
 - Next agenda. Formalized leadership Scott's role.

Meeting adjourned 12:41 p.m.