

Equity and Inclusion Advisory Committee

Minutes

October 9, 2019

Present – Felipe Fiuza, Adrianna Guram, Keith Johnson, Mary Jordan, Kim Maturo, Jean Rushing, Antonio Rusinol, Laura Terry, and Phyllis Thompson.

Not Present – Joe Sherlin

- I. **Approval of Minutes, September 12, 2019 Meeting** – The minutes of the September 12, 2019 meeting were approved as distributed. In keeping with open lines of communication, the approved minutes will be uploaded to the Office of Equity and Inclusion website.
- II. **Advisory Committee Bylaws** – Dr. Keith Johnson stated that the purpose of having bylaws is to ensure that the committee can sustain itself. The continuation of building membership on the committee, having representation across campus to include faculty, staff and students as well as retirees and individuals from the surrounding community who support the mission of the Office of Equity and Inclusion, is important. Finding student representation on the committee will had a new mix. Faculty and staff could remain on the committee for a number of years while students may serve a maximum of four years. Diversity educator students, and other groups of students such as resident advisors, etc., who are trained on identity and diversity topics may be candidates for the committee. Recommendations from faculty and staff for students to serve on the committee will be beneficial. Dr. Johnson shared that he is looking for individuals that have vested interest in equity and inclusion. Discussion also included: change strategic goals to strategic objectives (things that can be measured); create a separate article for goals as a short list reminder of who we are and what we do; after “will undertake” add words “and support” to strategic objectives introductory paragraph; add an article to address ratification and amendment of the bylaws. Dr. Johnson asked committee members to forward any other recommendations to Ms. Kim Maturo who will incorporate into a revised draft for discussion and review at the next scheduled meeting.
- III. **1st Annual Equity and Inclusion Conference** – Dr. Johnson shared that the conference assessment data is complete. The information will be emailed to the committee members for review. Dr. Johnson would like to increase conference attendance next year by extending and involving other colleges in the area.
- IV. **Open House** - Dr. Johnson would like to host an open house to promote the Office of Equity and Inclusion. The committee set a date for Thursday, November 21, 2019 from 10:00am-2:00pm. The date also coincides with other events happening on campus such as international education week and hunger and homelessness awareness week. Dr. Johnson asked the committee members to be available to staff the open house. Light refreshments of fresh popped popcorn will be served, along with giveaways. Dr. Antonio Rusinol will contact some musician friends regarding playing music during the event. As a follow up to

the conference and the open house, Ms. Adrianna Guram suggested hosting lunch and learn discussions in spring 2020 around the topic of equity and inclusion. If dates and topics were scheduled prior to the open house they could be advertised at the open house. Ms. Guram will email committee members to solicit topics, dates and times.

- V. Ms. Laura Terry shared that the lavender graduation and multicultural graduation celebrations will take place on December 3, 2019 at the Millennium Center. Information will be posted on the Equity and Inclusion website.
- VI. **Next Meeting Date** – December 6, 2019, 3:00pm-4:30pm

Respectfully submitted by: Kim Maturo