

Diversity Committee 20222023
0 H H W2LM Minutes

Date: September 23, 2022 @ 10:00 AM
Location: Virtual Meeting -Microsoft Teams
Chair: Larry Israel
Recorder: Simone Phipps

x

Present: Larry Israel, Simone Phipps, Charla Baker, Andre Nicholson, Shannon Daly, Jonathan Cannon, Keisha Fields, Kevin Lyon, Sharon MozSandridge,

Absent: Jenia Bacote, Rhonda Crombie, Lauren Gray, Rebekah Hinkley, Ashley Thompson, Allen Chastain

Call to order: Larry Israel called the meeting to order at 10:02.

1. Agenda Approval: Charla Baker moved to approve the agenda, Simone Phipps seconded, and the motion passed (All).
2. Minutes Approval: Simone Phipps moved to approve the minutes, Charla Baker seconded, and the motion passed (All).
3. Unfinished Business:
 - a. Update from Larry Israel on the Diversity Survey: On behalf of Jenia Bacote, Larry Israel informed the committee that the survey was supposed to go out this week but may go out next week instead.
 - b. Update from Larry Israel on review and accounting of all agendas and minutes for 2021-2022 – All agendas and minutes accounted for.
 - c. Update from the subcommittee for reviewing diversity practices on campus and reporting out on the effectiveness of actions taken over the last three years: Larry Israel suggested that the committee use the Diversity Survey mentioned in 3a to discover more about the diversity climate on campus. Concerning the effectiveness of diversity practices/actions on campus, he suggested that he would go through the calendar and make a list of events over the last three years. He explained that after speaking with Dr. Jenks, he perceived that another survey was not preferable, but he would also speak to Dr. Jenks about asking Departments about their practices/events via a survey. Sharon MozSandridge agreed with the use of another survey and with contacting Student Life as well to find out about their activities. Jonathan Cannon made the point that not every diversity equity and inclusion (DEI) activity/practice is a calendar event, and that equity also includes hiring, student demographics in departments etc., so the committee needs to further clarify our charge. Sharon MozSandridge asked if the committee precedes the DEI office or vice versa, and made a motion to address

the charge/purpose of the committee in conjunction with the DEI office at the next meeting. Larry Israel seconded the motion. The motion passed (All).

- d. Update from subcommittee on planning diversity events on multiple campuses
there was mention of the subcommittee sending an email about its progress, including art events with a DEI theme on the Macon and Cochran campuses. Photography, reading events and performance art were also discussed. It was noted that MarComm is ~~reluctant~~ about posting such events on the University's official pages, and that the committee should speak with Jenia Bacote about posting events on the webpages of the DEI office. Concerning ~~campus~~ events, a problem with travel was noted, but it was ~~suggested~~ that some online/virtual events like readings may be possible. Jonathan Cannon ~~asked~~ what authority the subcommittee has for deciding ~~eventing~~ dates and reserving spaces since ~~these~~ things need to be done several months in advance. Larry Israel moved for the subcommittee to have the authority to do all three Simone Phipps seconded the motion. The motion passed (All).
4. New Business:
- a. Increase the nominations for the Diversity Award Sharon Mozley Standridge moved that the committee table the discussion until the next meeting in October and Simone Phipps seconded the motion. The motion passed (All). Until then, the committee will review the file and think about the nomination process, requirements etc. to determine what changes if any need to be made. Andre Nicholson mentioned checking how many nominees other awards get (i.e., Teaching, taT1 1 Tf 010 (g)10 (e)b