

Diversity and Inclusion Committee 2023-2024  
Meeting 1  
September 8, 2023, 10:00 AM

Date: September 8, 2023 @ 10:00 AM

Location: Virtual Meeting - Microsoft Teams

Chair: Larry Israel

Recorder: Simone Phipps (Jonathan Cannon substituting for this meeting)

Present: Larry Israel, Jenia Bacote, Rebekah Hazlett-Knudsen, Kemarie Jeffers, Kevin Lyon, Andre Nicholson, Ashley Thompson, Jonathan Cannon, Sharon Mozley-Standridge

Absent: Keisha Fields, Rhonda Crombie, Shannon Daly, Simone Phipps, Charla Baker, Lauren Gray

1. Call to order: Larry Israel called the meeting to order at 10:00 am.
2. Approval of the Agenda: Andre Nicholson moved to approve the agenda, Rebekah Hazlett-Knudsen seconded, and the motion passed (All).
3. Approval of the Minutes from Meeting 6: Larry Israel moved to approve the minutes, Jonathan Cannon seconded, and the motion passed (All).
4. New Business
  - a. Charges from last year
    - i. Engage with Jenia Bacote's office and Ashley Thompson to coordinate and support relevant events/activities. This charge includes the organization of a pertinent panel discussion, and the organization of events/activities for observances of months for other races/ethnic groups and not just Black/African-American History month.

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3. Link to document (standards are only a requirement for Social Work accreditation): <https://www.cswe.org/getmedia/94471c42-13b8-493b-9041-b30f48533d64/2022-EPAS.pdf>
4. **Relevant Section:** Educational Policy 2.0: Anti-Racism, Diversity, Equity, and Inclusion (A DEI) Social work programs integrate anti-racism, diversity, equity, and inclusion (A DEI) approaches across the curriculum. Programs provide the context through which students learn about their positionality, power, privilege, and difference and develop a commitment to dismantling systems of oppression, such as racism, that affect diverse populations. Programs recognize the pervasive impact of White supremacy and privilege and prepare students to have the knowledge, awareness, and skills necessary to engage in anti-racist practice. The dimensions of diversity, equity, and inclusion are understood as the intersectionality of multiple factors including but not limited to age, caste, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, generational status, immigration status, legal status, marital status, political ideology, race, nationality, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Faculty and administrators model anti-racist and anti-oppressive practice and respect for diversity and difference. Faculty and administrators also foster an equitable and inclusive learning environment by facilitating important A DEI discourse. The program's commitment to A DEI is reflected in its

within the implicit curriculum related to ADEI, as described in Educational Policy 2.0. b. The program addresses all program options.

iii. Identify worthy specific topics to integrate in the charge based on the diversity survey and committee discussion.

1. Committee will continue this discussion after reviewing results from the survey.

5. Adjourn: Andre Nicholson moved to adjourn, Rebekah Hazlett-Knudsen seconded, and the motion passed (ALL). The meeting was adjourned at 10:30 am.