Chancellor’s Commission on Diversity, Equity, & Inclusion
Steering Committee Meeting
November 5, 2021, 9:00 – 10:30 am
Brody 1L32

Members Present:

Allison Danell (Committee Co-Chair)
Vince Smith (Committee Co-Chair)
Irma Corral
LaKesha Alston Forbes
Scott Francis
Grant Hayes
Erik Kneubuehl
Chris Locklear
Purificación Martinez
Hector Molina
Sharon Paynter
Cindy Reaves
Rachel Rodriguez
Chandler Ward
Kitty Wetherington
Ying Zhou

Other Attendees Present:
Maggie Nanney
Jules Norwood
Amy Waters

Guest:
Jennifer Latino, Senior Director, Strategy & Planning, Research Advisory Services for the Educational Advisory Board (EAB)

Recorder: Cindy Reaves

Welcome & Review of Minutes:
Dean Danell and Trustee Smith welcomed the Committee, and the minutes from the October 1, 2021 meeting were approved.

EAB Briefing – Diversity, Equity, and Inclusion in Higher Education:
Jennifer Latino presented to the Committee about the “Foundations of Diversity, Equity, and Inclusion in Higher Education” which outlined the importance of equity in higher education; definitions of commonly used terms such as diversity, equity, and inclusion;
how higher education has responded to the demands for diversity programs and initiatives; and urgent forces driving change. The Committee discussed the student demands and needs from 1969 through today and how they have not changed. Deeper discussion was also held on the diversity of the faculty, staff and student population.

The Committee discussed thoughts/ideas such as:
- Changes need to be made in the way we operate and continue to work as time continues.
- You must have diversity and equity before you can have inclusion.
- Think of the problem as a local issue as well as the problem in a higher education ecosystem that includes difficulties with:
  - access to pursue doctoral degree,
  - hiring process,
  - potential retention issue if it is a bad culture,
  - where their undergraduate degree is from (not prestigious),
  - how we recruit faculty members – putting out all cultural information for them to find (how we attract), and
  - how higher education has responded to demands.

**An Overview of Inclusive Excellence Research and Resources:**
Dr. Nanney provided information regarding ECU diversity and equity data. They also provided steps on how to request and interpret data such as application and enrollment and retention and graduation. LaKesha Forbes suggested that the Committee look over the data during the break prior to the January meeting.

**Conclusion:**
Dean Danell informed the Committee that some work will need to be conducted possibly through Microsoft Teams prior to the January meeting such as:
- suggestions/feedback for membership of the Student Access and Success Subcommittee, and
- feedback on the charge for the Student Access and Success Subcommittee.

**Committee Work:**
The projected timeline for the Steering Committee work is as follows:
- **Fall 2021**
  - ECU DEI student access and success data
  - Meet monthly
  - Student Access and Success Subcommittee kickoff and will then meet regularly throughout the remainder of the academic year. This Subcommittee will engage with the community and get suggestions and recommendations.
  - Gather feedback from different mechanisms such as the website, feedback webforms, email, dialogues, surveys, etc.
  - Look at social media platforms to get the message out and give student transparency.
• Spring 2022
  o Culture, Climate, and Communication Subcommittee kickoff
• Fall 2022
  o Employee Recruitment and Retention Subcommittee kickoff

Meeting Adjournment.