Chancellor’s Commission on Diversity, Equity, and Inclusion  
Steering Committee – 2022/23 Organizational Meeting  
September 30, 2022  
9:00 – 10:30 a.m.  
Location: Bate 1006 via Zoom

DEI Commission Charge:

- Guide a dialogue with campus and community constituencies about the historical and contemporary landscape of diversity, equity, and inclusion (DEI) at ECU 
- resulting in recommendations to (1) address disparities, (2) adjust policies and practices, and (3) establish DEI priorities

Steering Committee Charge:

- Provide advice regarding the formation of subcommittees  
- Lead the process for engaging campus and local communities in critical conversations and  
- Ensure the delivery of outcomes for the Commission

MINUTES

NOTE: Due to a tropical storm warning (Ian), this September 30th meeting location was changed late afternoon on September 29, 2022 from campus to a virtual meeting via Zoom.

In attendance: Allison Danell, Vince Smith, Ryan Bonnett, LaKesha Forbes, Jeannine Hutson, Sharon Paynter, Aisha Powell, Anne Ticknor, Kitty Wetherington, and Ying Zhou

Absent: Erik Kneubuehl, Chris Locklear

Guests: Ken Buday, Angela Lamson, Amy Waters, Ashley Wolfe, Caitlin _____

Welcome (Smith)

Smith opened the meeting by welcoming Steering Committee members back as we reengage the DEI Commission’s work for the upcoming academic year.
DEI Commission Progress to-date (Smith)

Smith continued with a review of the Commission’s progress to-date by initially appreciating the work of the subcommittee on Student Access and Success. He reviewed some of the highlights including that: Bhibha Das has agreed to serve as Student Access and Success subcommittee co-chair following the departure of former co-chair, Ashley Walker; listening sessions were held by the Student Access and Success subcommittee; the Steering Committee engaged the full campus community to hear about the success of Georgia State University in eliminating equity gaps in student success through the Becker/Calhoun-Brown event; much data and information has been received and reviewed; and educational sessions were held. Smith appreciated all that the subcommittee has done to make those things happen.

Additionally, Smith noted that the Steering Committee is on the cusp of kicking off the second subcommittee on Culture, Climate, and Communication (also referred to as “CCC”). Three co-chairs have agreed to lead their work: Angela Lamson, Interim Assistant Vice Chancellor for Economic and Community Engagement and Professor of Human Development and Family Science in the College of Health and Human Performance; Shawn Moore, Director of the Center for STEM Education in the College of Education; and Lynn Roeder, Associate Vice Chancellor and Dean of Students. We appreciate all that everyone is doing.

Discussion of 2022/23, 2023/24 goals for feedback (Danell)

Danell reviewed the goals for 2022/23 and 2023/24. She noted that communication will overlay the work of all subcommittees. In our next Steering Committee meeting (October 7, 2022), we will hear from the Student Access and Success subcommittee about what they have achieved, and we anticipate having their recommendations to the Steering Committee soon - probably in November.

The Chancellor has spoken recently about the university’s strategic plan refresh. The pillars of our mission are evergreen - student success, public service, and regional transformation. Our Commission work aligns nicely with the university’s strategic plan refresh, and we will have an opportunity to engage in that process.

There was discussion about how we plan to incorporate the UNC system climate survey into the subcommittee’s work. It was agreed that is an important set of data for the CCC subcommittee to consider. It was also noted that the broader way we collect data is important, especially as we think about the new CCC subcommittee – also recognizing IPAR and EAB as important sources for data and information.

The matter of digital access and inclusion (NC State is working on this) was raised and it was suggested that this be considered with the subcommittee’s work – particularly with attention to areas who may not have access or basic knowledge of the systems at our institution.

Danell reviewed the subcommittee process flowchart.
There was a suggestion that we should be intentional in scheduling listening sessions to be sure all employee groups are engaged and have the opportunity to participate by, perhaps, making use of standing meetings – with particular attention to including those employee groups who often do not feel part of the conversation or have time to attend listening sessions due to scheduling.

There was discussion about post-subcommittee implementation and what happens after recommendations are made. It was noted that multiple areas may be involved in operationalizing recommendations, and the Commission would rely on the Chancellor’s Executive Council to help us weigh the options and decisions, noting also that some recommendations may need more consideration from other areas or standing groups such as Faculty Senate. It was reaffirmed that there was no intent to have a list of recommendations and no resulting actions.

It was suggested that, if there would be multiple groups working on similar issues, we should have conversations and collaborate when appropriate (working together and not separately).

**Discussion of Culture, Climate, and Communication (CCC) Subcommittee (Danell)**

Danell reviewed the charge of the Culture, Climate, and Communication subcommittee:

*Ever focused on the mission of ECU, develop a set of recommendations to further cultivate an inclusive, respectful working, living and learning environment for all Pirates. Consider ECU’s historical and contemporary landscape and its significance in our campus climate and impact on belonging for all campus members, with a special emphasis on the experiences of those with minoritized and marginalized identities.*

She then reviewed the co-chairs and membership of the CCC subcommittee, emphasizing the goal of putting together a group representing the variety of types of employees (SHRA, EHRA, faculty), community representations, and students:

- Angela Lamson, Subcommittee Co-chair; Interim Assistant Vice Chancellor for Economic and Community Engagement and Professor of Human Development and Family Science in the College of Health and Human Performance
- Shawn Moore, Subcommittee Co-chair; Director of the Center for STEM Education, College of Education
- Lynn Roeder, Subcommittee Co-chair; Associate Vice Chancellor and Dean of Students
- Derrick Anderson, Plumber Supervisor, ECU Facilities Services
- Shirley Carraway, Alumna and Member of the ECU Board of Visitors
- Crystal Chambers, Professor of Educational Leadership, College of Education
- Alisa Chapman, Alumna and Member of the ECU Board of Visitors
- Cynthia Grace-McCaskey, Associate Professor of Anthropology, Thomas Harriot College of Arts and Sciences
- Aleshia Hunt, Student Government Association Financial Advisor and Administrative Support Specialist
- Toya Jacobs, Diversity and Inclusion Program Manager, Office for Equity and Diversity
Regarding the CCC subcommittee structure, we have a core membership that includes students, employees, and community/alumna members; and we will work with them to structure three resource groups that will offer conversation partners and resource groups to help them meet their charge. These three resource groups will offer important areas of focus: (1) student resource group, (2) community and alumni resource group, and (3) culture and history resource group.

A question was raised about whether information from the previous naming committee would be incorporated into the work of this CCC subcommittee, and it was clarified that any previous reports to the Board of Trustees will be available to this group.

Danell noted that the Steering Committee leadership would be scheduling a charge meeting with the CCC subcommittee and can facilitate data gathering and education/training opportunities for that group just as we did for the Student Access and Success subcommittee.

**Steering Committee-led CCC Subcommittee campus-wide session (Smith)**

Smith opened discussion about a Steering Committee-led campus-wide session to support the work of the CCC subcommittee. He mentioned hosting an educational session that would help get everyone on the same track with regard to what we are doing and need to accomplish and what we all need to know.

It was noted that, one way we were able to expand on what we mean by student access and success was by talking about some successes Georgia State had, and it was further posed: in thinking about the charge, what are some things the campus community, as a whole, needs to know about culture, climate and communication - in addition to what we mean by that.

There was discussion about how we distinguish the CCC’s work from the other two subcommittees, which seem population driven (students and employees), to ensure it does not overlap or repeat the work of the other two subcommittees. It was noted that, with the CCC subcommittee, we are talking about the greater community of Greenville and the region, which is distinguishing. It was also acknowledged that there are interconnected points here as well. Elements of overlap can be healthy, not duplicating but constructively interfering, and co-chairs will be working intentionally and across subcommittees.
There were questions about the meaning of communication in this subcommittee’s context—language translation, campus communications, etc. It will be important for the CCC subcommittee to define what it means at ECU and, further, what it means from a DEI lens. Communications-related challenges have been identified in some surveys, and that information will be made available to the CCC subcommittee to help them with their work.

**Outlining expectations for delivery of outcomes by subcommittees (Danell)**

The Steering Committee reviewed a draft outline for the Report of Findings and Recommendations for use by subcommittees. Feedback about the draft outline included (1) report should include an executive summary, and (2) recommendations should be concisely stated and supported by details in appendix. There was discussion about whether additional guidance should be provided about how recommendations should be presented; however, the Committee also recognized that guidance should not misrepresent an expanded scope of expectation that subcommittees think about implementation. Rather, the Steering Committee will strategize about implementation based on the quality and veracity of the recommendations.

The importance of seeking student input was also discussed. The student resource group for the CCC subcommittee will be an important component; and the data and information reviewed should indicate how the resource groups, including the student group, informed the dialogue for the subcommittee.

**Next Steps & Closing (Smith)**

Smith closed out the meeting appreciating the support from all of those in attendance today. The next regular Steering Committee meeting will be next Friday, October 7th, and a charge meeting for the CCC subcommittee will be held soon.

Meeting adjourned.