Chancellor’s Commission on Diversity, Equity, and Inclusion  
Steering Committee Meeting  
October 7, 2022  
8:30 – 10:00 a.m.  
Location: Brody 1L32

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

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

Absent: none

Guests: Todd Fraley, Puri Martinez

Welcome & Review of Minutes (Smith)

Smith welcomed the Committee, called the meeting to order, and asked for a review of the minutes from the May 9, 2022 and September 30, 2022 Steering Committee meetings. The minutes from both meetings were approved.
Student Access and Success Subcommittee Report (Fraley)

Fraley provided a report on the progress of the Student Access and Success Subcommittee during which Steering Committee members asked questions and provided feedback.

Former Subcommittee co-chair Ashley Walker has taken a new job, and Bhibha Das has stepped in to serve as the Subcommittee co-chair.

The Subcommittee has held 3 listening sessions, 2 with students and 2 focus groups led by Maggie Nanney (OED). They held another listening session that was open to the entire campus and offered in a hybrid campus/online format in early May. They had good dialogue with faculty, staff and students. The Subcommittee then broke up into 3 working groups: (1) focused on planning a Cupula conversation to continue the discussion, (2) guerrilla surveying led by Elizabeth Coghill that will be designed to meet faculty, staff, and students where they are and glean information, and (3) Allen Guidry is leading a working group focused on understanding the data we have.

The Subcommittee plans to work in spring or with the next subcommittee on a data summit.

Regarding the timeline, Fraley reported that the Subcommittee has blocked time to start writing their report and plan to have a draft ready in November for feedback by their Subcommittee. Fraley and Das met last week with the co-chairs of the Culture, Climate, and Communication Subcommittee and are planning to work together and ensure their efforts are not duplicated.

Fraley noted that the Student Access and Success Subcommittee is trying to find ways to engage with all appropriate people, but they are struggling to get the student voice, simply due to scheduling issues, and also faculty and staff to glean what they understand about student success.

Steering Committee feedback

In response to a question about how many students the Student Access and Success Subcommittee has engaged and their demographics, Fraley recalled there were close to 25 in the first student groups, and that these were mostly student leaders on campus who were very engaged and in campus clubs and organizations and probably 2 of the most diverse groups of students. With the larger listening session offered campus wide, there were about 25 in person, and those were mainly from the tutoring or pirate academic center who were also engaged in lots of things. Kneubuehl noted that the gender breakdown was solid for both in person and online, the in-person group was more in line with our racial breakdown or slightly under, and the smaller groups were well above our institution’s breakdown of students of color.

The Subcommittee found a difference in the faculty perspective, who were very focused on what students were not doing and how they get good grades.

The Subcommittee realized the need to be intentional about the groups we engage to get more information.

With the guerilla survey, there will be a team of students walking around campus to find other students, have a conversation and ask a series of questions. It will be one-to-one engagement. The Subcommittee will be gathering that data and then hopefully some assessment data, adding additional qualitative component to their research.
With regards to the definition of student success, students have a different view than faculty. If you ask what student success means, you will get different answers. One of recommendations from this Subcommittee will likely be to define student success for ECU.

There was discussion around taking a coordinated approach to communication, defining student success and how it impacts across different populations on campus, as well as the importance of having a shared leadership/opportunity for anyone to make recommendations.

The George Mason Student Experience Redesign Project was discussed as an example that communicates out all that is being done to support student success. EAB will be providing training to the Student Access and Success Subcommittee next month to focus on taking a systems approach to student success.

There was a question about how to access staff more for engagement about student access and success and issues of staff burnout, digital access and inclusion were noted as possible barriers to engaging staff. ECU staff’s significant value in engaging with students and helping them feel welcome was noted. The suggestion was raised that, if we require faculty to have an annual DEI training requirement, we need to have the same for staff who also engage with our students. It was also noted that staff need to see where their impact plugs in to student success – how that one interaction can make difference – not just another training to check the box.

**Next Steps & Closing (Danell)**

Danell provided updates about next steps, including that the Steering Committee would be charging the Culture, Climate, and Communication (CCC) Subcommittee in a couple weeks. The charge and membership of the CCC Subcommittee was reviewed, and that Subcommittee will be supported by three resource groups.

The meeting was adjourned.