

Diversity & Inclusion Committee

NOVEMBER 11, 2022, MEETING #4 MINUTES

Attendees:

Kimberly Warfield, Erin Rider, Diane Best, Ashley Turner, Kim Westbrooks, Eric McCulley, Tierra Thatch, Lance Ingwersen, Eric Johnson, and Kimberly White

Key Theme: REFOCUS ON WHAT WE'VE BEEN DOING & HOW CAN WE MAKE IT BETTER 😊

- Meeting began at 8:30 a.m.
- Welcomed everyone with brief icebreaker
- Updates from 21-22 AY activities aligned with charge:
 - Discussed variety of activities held throughout the year that we observed on campus and among collectives that showed inclusive efforts
 - Potential areas to work on: advertise efforts and programs to surrounding communities with opportunities to attend and participate in JSU activities

Collective groups provided updates as below:

- Hispanic/Faculty Staff-Lance & Arlene
 - No updates
- Asian/Pacific/Staff
 - No updates
- LGBTQ+ Faculty/Staff- Ashley
 - Provided highlight activities and collaborations held throughout the summer and beginning of semester, will provide detail report of activities
- Women in Academia Support- Erin
 - Have not met yet, will schedule meeting and plan for self-care events and upcoming women's history month
- African American Faculty/Staff -Diane
 - Have not met yet, collecting updated emails of all new staff members, and sent out poll to meet to solicit best time to meet
- **Brochure updates:**

Committee brochure is complete and ready for print!

Items Discussed:

- Recruitment & Hiring trainings
 - This is ongoing work and discussions with HR and leadership. HR is reviewing best way to approach the needed changes and are working on plans to revamp trainings pertaining to search committees and practices. Advertisement of jobs are ongoing in areas to promote diverse hiring.

- Reviewed fall 2022 factbook data for trends and hiring practices. There is a small increase in diverse hiring, but there is a need to continue to diversify our faculty and staff to match our increasing number of diverse student population.
- **Awards component for diverse faculty**
 - Award parameters and other ideas are being collected from members before finalizing and submitting to Mica Mecham for consideration to be included in faculty awards next year, this is ongoing to work on now for submitting ASAP.
- **Faculty social event**
 - Members will provide ideas and suggestions for next faculty event.

Action Items/Reminders:

1. *Finalize award diversity name, criteria, and rubric.*
2. *Plan for next faculty mixer event.*