

Diversity & Inclusion Committee

MARCH 10, 2023, MEETING #5 MINUTES

Attendees:

Kimberly Warfield, Diane Best, Kim Westbrook, Eric McCulley, Tierra Thatch, Lance Ingwersen, Eric Johnson, Stacey Gill, Charlcie Vann, and Arlene Brothers

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

- Meeting began at 10:00 a.m. and ended at 11:12 a.m.
- Updates from last meeting and 21-22AY charge:
 - Discussed a variety of diverse activities and initiatives observed this year on campus.

Collective groups provided updates as below:

- Hispanic/Faculty Staff
 - No updates due to no collective leader, it was noted that Sebastian, who has assisted with Hispanic efforts is no longer at JSU. There is a fundraiser for Hispanic students on March 14.
- Asian/Pacific/Staff
 - No updates due to no collective leader. Several Asia events held during the month of April were shared.
- LGBTQ+ Faculty/Staff
 - No updates at this meeting, there have been activities, Dr. Turner was at a conference, will provide updates.
- Women in Academia Support
 - No updates, our collective leader Dr. Rider is no longer at JSU. Kim Westbrook shared the Women's history month event and flyer.
- African American Faculty/Staff -Diane
 - No updates from the group. Dr. Gill provided updates on BSU.
- Brochure updates:

The committee brochure is complete and ready for print; however, leadership had several follow-up questions. The brochure will not be printed at the moment.

Items Discussed:

- Recruitment & Hiring trainings.
 - New international house director has been hired.
 - Potential training for chair and committee members are still in the work.
 - There has been a lack of applicants for several positions.
 - This is ongoing work and discussions with HR and leadership. HR is reviewing the best way to approach the needed changes and is working on plans to

revamp training pertaining to search committees and practices.

Advertisements of jobs are ongoing in areas to promote diverse hiring.

- **Awards component for diverse faculty**
 - The deadline for new award was missed this year, will work toward having it in place for next faculty awards.
- **Faculty social event**
 - Members will provide ideas and suggestions for next faculty event.

Action Items/Reminders:

1. *Finalize award diversity name, criteria, and rubric.*