



Committee on Diversity Meeting Minutes

November 4, 2020 | 1:00 p.m. | via Zoom

I. Call to order

Nate Quinn called to order the regular meeting of the EPP Committee on Diversity at 1:01 p.m. on November 4, 2020.

Present: Melanie Carden-Jessen, Heidi Hadley, Andrew Homburg, Michelle Morgan, Sarah Nixon, Nate Quinn, Dennis Rudnick, Kelly Wynne

II. Approval of minutes

October 7, 2020 minutes approved as amended.

Item 1.b.i needs to be amended to remove original committee names

III. Discussion Items

1. No discussion items.

IV. New Business

1. No new business.

V. Old Business

1. Discussion of updating of the EPP Diversity Plan

- a. Dr. Quinn spoke to the EPP Executive Committee about updating the diversity plan and appointing a committee to rewrite it, made recommendations as to who should be on the committee, and how we should proceed. Dr. Tinkler will discuss this at a future CIS meeting and gather input and that data will be brought back to this committee.
- b. This committee discussed the current framework of the Diversity Plan and whether we should work with it or start something new. The committee agrees to keep the document and remove the NCATE performance indicators and columns for rationale.
 - i. Dr. Quinn will use the current template and add columns to send to the committee for review and comment.
 - ii. DESE Indicators should be used for the performance indicators.
 - iii. A rational column should be added for each strategy.
 - iv. Everything needs to align with the Board of Governors plan and the diversity proficiencies. CIS is working on the proficiencies and there should be communication between the committees and CIS. There is an ad hoc group to revise the guiding principles and the diversity proficiencies are to be embedded. There was some discussion that there should be a single, integrated document.
- c. Composition of committee to update the plan
 - i. There needs to be a separate committee to update the diversity plan. Our committee would work on it if necessary but it's not the best idea.
 - ii. Several subcommittees may work better than one committee. It would disburse the burden and break it up into smaller, more manageable pieces. The committee agrees that several subcommittee to update parts of the plan is the best way to proceed. The subcommittees will make their recommendations to a larger

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committee. Each subcommittee should be comprised of two or three people that have diversity expertise.

d. Timeline

- i. We could have a draft in place by January 2021. The committee rejects this because faculty will not be working over the winter break.
- ii. We can move the plan to next August when we have the new indicators. We need to ensure this update takes place but it is not urgent. The idea is to start the process, get the subcommittees in place, collect feedback, have the indicators, and be ready to go for next fall.
- iii. Dr. Quinn will talk with Dr. Tinkler, put a plan together and send it to this committee. He will also add the document to a SharePoint to allow everyone to comment.

Dr. Quinn adjourned the meeting at 1:50 p.m.

Respectfully submitted by: Vicki Kramer