

# BFC Diversity Equity and Inclusion Committee 2024-2025

## Meeting 1 (10/07/2024)

Meeting occurred via Zoom

**Attendees:** Erin Wyatt, Julie Hardesty, Alexis McLeod, Daniel Reischer, Heather Akou, nicholae cline, Teal Fehrenbacher, Tichina Vaughn, David Taylor

**Regrets:** Angela Andrews, Dena Klineline, Rashad Nelms

Meeting called to order at 10:05am

### Agenda

- Welcome and introductions
- Microsoft Teams access check-in
  - Business folder
  - Minutes folder
- Possible role- designated notetaker/secretary vs. Taking turns recording minutes
- Meeting on monthly basis

### Charges and topics for 2024-2025

(<https://bfc.indiana.edu/committees/standing/deic/index.html>)

1. Continue establishing relationships with campus DEI leaders and strategize about how to improve coordination between various DEI offices.
  2. Oversee the annual BFC Inclusive Excellence Award selection and continue to work the Office of the Vice President for Diversity, Equity & Inclusion to recognize recipients of those awards.
  3. Consult with the Office of the Vice President for Diversity, Equity & Inclusion on any proposed/upcoming legislation that is focused on DEI and work together to establish communication strategies to keep faculty informed.
  4. Consult with the Office of the Vice President for Diversity, Equity & Inclusion to receive updates on reporting related to SEA 202 and DEI.
  5. Continue conversations and provide guidance on how faculty governance structures at IUB can include a Land Acknowledgement statement in our work.
- Planning topics across meetings

### Notes

- Minutes plan – rotate committee members taking notes
  - Notetaker for today: Julie Hardesty
- MS Teams links, listserv email shared
- Interests/Goals from committee members
  - Save DEI at IU

- Keep DEI-focused volunteer orgs and paid positions communicating
- Grad student concerns around SEA202 and UA-10 (Expressive Activity Policy)
- Bring DEI into student government more
- Concerns about impact of current IU admin and inclusivity
- Changes to cultural centers on campus
- Divestment issues
- Approve minutes from previous meeting and those are saved and published online
- Meeting monthly this fall, spring semester schedule might adjust
- Charges from BFC - discussion
  - Charge #1 – started on this last year with spring meeting of volunteer groups; consider continuing this year and getting more groups involved
    - OVPDEI and other areas with DEI leaders – how do we enhance communication between those groups?
  - Charge #2 – Inclusive Excellence Awards – springtime activity
    - Committee members needed to review and select winners
  - Charge #3 – SEA202 still has a lot of questions for IU implementation; impact not evident across all DEI areas yet
    - Challenging charge to meet (especially without information from OVPDEI); as faculty, not clear what we can really do, aside from push back
    - Can OVPDEI always have someone present at these meetings? Erin will inquire
  - Charge #4 – similar challenges to #3
    - University Alliance for Racial Justice (UARJ) pressed BFC to add SEA202 on BFC agenda and it finally happened on Oct 1 meeting
    - BFC Exec saying that SEA202 issues are being pushed to committees, including this committee
  - Charge #5 – longtime charge for this committee
    - Committee presented last year to BFC (January 2024)
    - Need action in addition to words or land acknowledgement is just performative
    - Could fulfill this charge by constructing land acknowledgement for first BFC meeting of year, not sure about anything more
  - Campus vigils (UA-10)
    - Graduate students being impacted - 2 graduate students sanctioned by IU so far; also a trespass violation has happened
    - 21 people sanctioned so far under UA-10
      - 100s have attended vigils
      - 11 self-incriminated
      - First 6 cited were racial and religious minorities – evidence of profiling
  - Institutional neutrality – what can we do individually vs within a dept – where do land acknowledgements fit in? Is university taking extra steps and making it more difficult than needed to follow SEA202?
  - 2022 state law about expressive activity precedes UA-10 and includes institutional neutrality language
  - September 1 - IU sent report to Indiana Commission on Higher Education (ICHE) about all budgets related to DEI and definitions used to harvest data – that report has not been publicly released yet and we should ask for it

- Subcommittees for any of this work or particular interest from members? Work through issues as group?
  - Maybe work together as a group since we seem to be coming from same perspective
- Culture centers – any more information about what is happening or going to happen?
  - Just rumors at this point, might be re-orged under Office of Student Life
  - OVPDEMA as an office doesn't seem to exist anymore
  - Student activities budget was reduced a lot (grad student funding reduced for sure)
- Ranking the charges
  - #3 – connection to OVPDEI is crucial for this year and then will connect to other charges (#4)
  - #1 – need to know what different groups on campus are working on (spreadsheet with list of groups from last year that we can go from)
  - #2 – springtime activity but will be a thing to do (call for nominations in January/February; applications in March, then review in March/April and decide by end of semester)
    - Reception – how much does this committee need to work on this? Is this more for OVPDEI office to plan and run?

#### Tasks

- Contact OVPDEI office to request a representative attend each BFC DEI Committee meeting
- Request report sent by IU to ICHE on September 1 detailing budgets related to DEI and definitions used to harvest this data

Next meeting: Monday, November 11, 10am

Meeting adjourned after 11am (notetaker had to exit at 11)