

# BFC Diversity Equity and Inclusion Committee 2023-2024

## Meeting 03 (11/10/2023)

Meeting occurred via Zoom

### Attendees:

Karen Banks, Julie Hardesty, Brian Forist, Erin Wyatt, David Taylor, Rebecca Butters, Rashad Nelms, nicholae cline, Attia Youseif

### Regrets:

### Agenda:

- Welcome/inclusion activity – Erin
- Approval of minutes for 2023-10-18 meeting - motion made by Julie to approve, seconded by Erin. Minutes approved unanimously
- Discussion topic(s) first part of meeting
  - Reminder about Inclusive Excellence Award reception, Thursday, November 16, 4-6pm  
Cook Center in Maxwell Hall - 18 awardees who will be acknowledged
  - SCOTUS decision
    - Town hall or roundtable with key faculty members?
    - Hoping for input and explanation from folks from Admissions and Legal to help explain
    - Roundtable idea – smaller group of people then followed by something larger
    - Are there faculty who still need background info on this decision?
      - BFC had presentation from IU Legal earlier this semester but faculty as a whole might not be as informed
    - Conflation of admissions with every program (SC decision applies only to admissions)
    - Town hall might be good if there are parameters – discuss impact of decision
    - What would success look like from BFC's perspective?
    - Based on charge – roundtable might be way to address those questions
    - Success = our committee does something/hosts something that filters to departments; we provide guidance, accurate information
    - Make sure everyone is on same page for round table vs town hall
    - Round table might be small group discussing with an audience; could also include having printed materials or published materials available after discussion
    - Panel with moderator and people can submit questions with conclusion that includes resources that can be provided at the end
    - Problem to solve is to understand implications of SC ruling and if BFC should take any actions

- What does this ruling mean for you as a faculty member? Education for faculty to understand
    - problem: there may not be wide understanding of the scotus ruling and its implications (among the faculty)
    - problem: lack of familiarity of how the implications touch our work as faculty members (if at all)
    - Maybe pre and post survey to see if there are questions that were not answered that could be answered afterwards
    - Can any data be shared with faculty? Showing changes to cohort due to changes based on ruling
    - Minimize faculty making mistakes - 3-5 core areas where this could happen?
      - Resources in classrooms – pedagogical implications
      - Recruitment programs – this could increase faculty involvement in recruiting
      - Could impact what roundtable participants say and resource provided after
    - Send survey to BFC to ask about their biggest concerns with the ruling?
      - Qualitative – what concerns you the most?
      - Use second part of this meeting to get survey question list started
    - Faculty needing help in general with many different justice issues on campus – figuring out how to get things back to “normal” or creating a new future (bigger changes and more questions); making sure we are not providing just rhetoric
    - Make a statement about SC decision that includes that affirmation from the charge and then roundtable with survey identifies concerns and responds to them
  - Land acknowledgement guidance follow up – BFC invitation to present at December 5 meeting - Julie assessed interest of other committee members who might present, David said that the co-chairs customarily present. Julie available to present, Erin will be there to support Julie as she presents. nicholae willing to support through creating the presentation
  - ~~○ Establishing relationships with DEI campus leaders and improving coordination- tabled til December meeting~~
  - Meeting times for spring semester – Julie and Erin will find common times on their schedules, those times will be provided to David who will create and send a Doodle Poll to cmte members
- Working group/lab time second part of meeting
  - Drafting invitation or proposal for event for SCOTUS decision (a preface statement encapsulating the decision would be helpful here on the survey form itself. I believe in both Google and Qualtrics that can be done.)
    - Pre-survey questions for faculty to gather information on concerns and questions
      - What concerns you the most as faculty regarding this ruling?
      - Scale question: How worried are you about this ruling for IU?
      - What percent of your daily work is impacted by this ruling?

- What do you need to help you understand ruling implications?
- What is your department?
- Need to include summary of SC decision or link to ruling
- State amount of estimated time it will take to complete survey (qualtrics can optimize for mobile browsers)
- For reference, could link to IU statement from President Whitten
- Brian will draft this in Qualtrics and send to committee for review by Thanksgiving week
  - Possible wording:

We hope this message finds you well. As part of our commitment to fostering informed discussions and understanding within our academic community, we would like to gather your perspectives on the recent Supreme Court ruling in the case of Students for Fair Admissions, Inc. v. President and Fellows of Harvard College.

Your input is valuable, and your responses will contribute to a better understanding of the implications of this ruling within our academic setting. Please take a few minutes to complete the following survey:

- Demographic Information:
- Name (Optional):
- Department:
- Years of Service at [Your Institution]:
- Awareness and Understanding:
- Were you aware of the Supreme Court ruling in Students for Fair Admissions, Inc. v. President and Fellows of Harvard College before this survey?
  - Yes
  - No
- How would you rate your understanding of the key arguments and implications of the case?
  - Very Familiar
  - Somewhat Familiar
  - Neutral
  - Somewhat Unfamiliar
  - Very Unfamiliar
- Personal Opinion: What is your initial reaction to the Supreme Court's decision in this case?
- Impact on Higher Education:
  - In your opinion, how might this ruling impact the landscape of higher education in general?
- Impact on Our Institution:
  - Do you foresee any specific implications for our institution as a result of this ruling?
- Diversity and Inclusion:
  - How do you think this ruling may influence discussions and initiatives related to diversity and inclusion within our academic community?
- Educational Policies:
  - Should our institution consider any changes or adjustments to its current admissions policies in light of this ruling? Please elaborate.
- Open-Ended Comments:

- Please use this space to provide any additional thoughts, comments, or reflections on the Supreme Court ruling and its potential impact.

Your participation in this survey is voluntary, and your responses will be kept confidential. The aggregated results will be used for internal purposes to enhance our understanding of the diverse perspectives within our faculty.

Thank you for taking the time to share your insights. If you have any questions or concerns, please feel free to contact [Your Contact Information]

- Draft plans for presentation to BFC on Dec. 5 re: land acknowledgement guidance (10 minutes with PPT, 5-10 minutes for questions)
  - Charge
  - Conversations that have happened re: land ack
  - Considerations for whether or not there should be a land ack given
  - Resources (FNECC and research guide)
  - Julie will start draft of slides and send to committee by end of next week for review/edits (November 17)
- Next meeting: Wednesday, December 13, 9:30-11:30am