

# BFC Diversity Equity and Inclusion Committee 2023-2024

## Meeting 07 (03/21/2024)

Meeting occurred via Zoom

Attendees: Erin Wyatt, Brian Forist, David Taylor, Rebecca Butters, nicholae cline, Julie Hardesty

Regrets: Attia Yousef, Jenny Koo

Agenda:

- Welcome
- Approval of minutes for 2024-02-13 meeting - motion by Erin, second by Rebecca – motion passed unanimously. Minutes approved.
- Discussion topics for first part of meeting
  - SB 202 – Rebecca on BFC and UFC and reports that the university will be working with General Counsel and communicate out what action steps will be in light of the new bill that was passed in the State House this spring. Perhaps this can be a discussion topic at the April 10 meeting with other diversity groups at the IMU
  - SCOTUS decision action planning – survey faculty and will request BFC to send survey out to faculty
    - Google form ready for BFC Office to send?
    - Timeline to gather survey responses and plan fall event and/or FAQ
    - Brian F. made a motion to approve the survey and work with BFC to distribute it to faculty via email, Erin seconded the motion, members unanimously approved the motion. Erin will send email to David/Lana with survey link
    - David will check with Lana to find out the logistics of sending the survey to faculty
    - Ideally, have survey open through the end of the semester to gather responses
    - Fall event for panel discussion to have the survey questions talked about
      - In the fall, admissions could share how the process/experience of admitting students after the SCOTUS decision – graduate faculty may be involved in admission decisions as they are reviewers for masters/PhD students
  - Inclusive Excellence Awards
    - Reviewers assigned, timeline for reviews and decisions – assignments have been made to reviewers, the reviewers will look at application materials over the next week and submit their scores
    - Brian discussed how NTT may be at a disadvantage in terms of the rubric scoring system as their teaching responsibilities account for a greater percentage of their time and may not be involved in research. There is an option for “not applicable” on the rubric, but it should be considered in the overall scoring of the applicants when making decisions, same for TT applicants who may have had their teaching responsibilities bought out.

- Scheduling fall event for award winners
  - Julie and Erin will meet April 1 to discuss scores for nominees and will reach out to the reviewers if any additional information is needed, then announcements will be sent out as soon as possible to notify the awardees
  - Scheduling fall event for award winners – this year the event will focus on the awardees for 2024 only. The event could be more interactive, more than “just a reception,” awardees could have the potential to speak about their work/achievements
    - Frangipani room as a possible location – Innovation Center, Health Sciences Building, School of Ed as alternate locations
    - Second week of September (9/9-9/13) as a possible date
    - OVPDEI/BFC office to do scheduling as the DEI committee for the 24/25 AY may be different – Julie will email Elizabeth Blevins, Roberta Radovich in OVPDEI
- Establishing relationships with DEI campus leaders and improving coordination
  - Focus on service groups, event happening April 10
  - Plan for event
    - Dogwood Room reserved from 10-2, event from 11-1. Brown bag lunch, we will not supply food
    - To date, 5 groups have responded who will attend, the invitees belong to volunteer, service groups dedicated to DEI and not paid positions exclusively dedicated to DEI
    - Goal is for groups to share their history, what they are doing, etc. Kind of a “meet and greet” networking/sharing activity
    - Send reminder email for invitees
  - Follow-up after event – set up regular way to communicate with these groups? Hold repeat events? How to keep contact info up to date?
    - Should OVPDEI manage list of contact info for service groups committed to DEI work? - may depend on new legislation from SB 202
      - Ask Rashad Nelms what he thinks might be done, or would the BFC DEIC be the people to maintain this list – Julie will email Rashad
      - Danielle Desawal will be incoming BFC president – reach out to her (if Rashad thinks BFC DEIC should have this as a charge)
- Working group/lab second part of meeting
  - Draft agenda for April 10 DEI service group event (11am-1pm)
    - Attendees will likely come and go/drop in as opposed to staying for the duration of the event
    - Ask attendees to answer survey questions after event – demographics, what they do, what would they like to see in the future for DEI affinity groups, etc.
    - As attendees share what they do, keep track of this information on a whiteboard in the room so that any later attendees can have the information as well
    - Seek input from attendees about how to stay in touch and make sure contact information is updated

- Need to make sure BFC DEI Committee members are invited and have as many attend as possible (hopefully helps with continuity next year) - Julie email BFC DEI Committee
- Questions for attendees:
  - What is your group? What school/dept is it connected to (if it is connected to a school/dept)?
  - What has the group been working on recently?
  - What work/activities are in the future for this group?
  - What is your interest in joining this networking session? (For online survey after event - What would you hope would be the impact of service groups like this networking?)
  - How would you recommend we keep this momentum going to stay updated on service group activity on campus (and who to contact for each group)?
- Set up questions as google form survey to send after event to everyone we invited
  - Include evaluation questions about April 10 event (What went well for this event? What could be done differently in a future event? How likely would be willing to attend a future event?)
- See about sharing survey responses with contact list to continue
- Julie start and Julie and Erin edit – discuss on April 1
- Next meeting: Tuesday, April 9, 3pm Eastern