

# BFC Diversity Equity and Inclusion Committee 2023-2024

## Meeting 01 (09/26/2023)

Meeting held via Zoom

Attendees – Erin Wyatt, Julie Hardesty, Makiah Pickett, Attia Yousef, James Wimbush, Rebecca Butters, Brian Forist, Karen Banks, David Taylor, nicholae cline

Regrets: Suha Lasassmeh

Meeting called to order at 3:01 pm

## Agenda

- Welcome and introductions
  - Inclusion activity – Erin Wyatt
  - Microsoft Teams access check-in
  - Business folder
  - Minutes folder
  - Opportunity for role as- designated notetaker/secretary vs. Taking turns recording minutes
  - Meeting on monthly basis
- Charges and topics for 2023-2024  
(<https://bfc.indiana.edu/committees/standing/deic/index.html>)
  - Planning topics across meetings
  - Assign/schedule charges on specific meeting dates
- Overview of topics discussed at meeting:
  - Land Acknowledgement/in-state tuition for Native students
    - Land acknowledgement is contextual, had previously explored a campus wide discussion on when/where/why to use a land acknowledgement
  - IU's work with NAGPRA – repatriation of remains.
  - Some outreach has been done with FNECC about tuition for indigenous students. Some talks have occurred with David Johnson. Sherene Ing from FNECC working at the campus level with the Provost to allow students who are members of tribes who originally resided in the lands that make up Indiana to receive in-state tuition rates
  - Pronunciation guides – FNECC website on land acknowledgements with indigenous names and Anglicized forms
  - Establishing relationships with campus DEI leaders and improving coordination between DEI offices –
    - have discussed this previously, but nothing conclusive
    - Per VP Wimbush: some DEI leaders are already meeting on a monthly basis to discuss campus wide issues that affect multiple units.
      - Question raised - Are there channels by which more “informal” leaders within departments could communicate and collaborate on matters related to DEI and what might that look like?

- Working with campus leadership to better understand the implications of the Supreme Court decision in *Students for Fair Admissions, Inc. vs. President and Fellows of Harvard Univ.*
      - Julie will share notes from BFC meeting where this was discussed
      - VP Wimbush is thrilled with position the Univ. Has taken in response to the SCOTUS decision – all admissions related decision makers will be unable to see race data, but other programs will continue (ie. Groups scholars, etc.) and scholarships will still be fulfilled based on donor intent. IU will continue to do all we can while we can and will move full speed ahead with promoting DEI efforts. The university will monitor proposed state legislation during the upcoming legislative session, which is a shortened session.
    - CRT update – Julie will look into previous notes to see what has been discussed. nicholae did point out that CRT is not a concerning problem/issue, so no additional work may need to be done beyond an email update
    - Oversee annual Inclusive Excellence Award Selection
  - Inclusive Excellence Award reception – Thursday, November 16, 4-6pm, Cook Center Room in Maxwell Hall – this will include three years’ worth of awardees and will be the first event to publicly acknowledge awardees
  - Next meeting: TBD (but should be in October) Send doodle poll – Julie and Erin to look at openings in their schedules to find common times and then send possible times to David Taylor

#### Notes/areas for follow up

- Question about whether or not candidates for employment would be required to provide a diversity statement – University wide, it is not a blanket policy to require them, but individual units/departments may require diversity statements. Hiring workshop coming up on Oct 11 that may deal with this topic, per VP Wimbush
- Brian – the practices of other Big Ten universities should not be a metric on whether or not to follow these practices. More important to ensure we are doing what is right, not just what others are doing
- Other charges for the committee to consider – acknowledge organization of LGBTQIA+ council forming, how to support work faculty/staff councils are doing with DEI efforts, making sure systems/processes in place for faculty to report problems associated with DEI – who can you turn to for help (bias incident reporting hotline, office of institutional equity, other resources, depts, ombudspeople?)
  - Reality is that some of the systems set up to provide help are not necessarily that helpful
- Question from our student representative member about whether or not faculty are required/mandated to take diversity training
- Brian started a conversation on the Teams site chat about land acknowledgement
- Julie posted media file from last year’s presentation on land acknowledgements

#### Tasks

- Compile a document for BFC meeting regarding land acknowledgement – what it means to have one, what is involved, deciding on if it is appropriate to use one
- Assign note-taker for each meeting or choose a designated secretary

Meeting Adjourned 4:00pm

Next Meeting – October 18, 2023 at 9:30am