

**President’s Council on Inclusive Excellence**

**Meeting Minutes**

September 17, 2021

10:30 am - noon

Zoom Meeting

**Members Present:** Daniel Parmer, Dianne Frances Powell, Jhansi Chagalakonda, Melissa Gustafson, AJ Hobson, Stephannie Gambill, Sumalayo Jackson, Tami Weinzapfel-Smith, Theresa Ortega, Amanda Muhammad, Shaad Ahmad, Myles Sanford, Rasheed Jones, Susan Cohn

1. **Opening:** The opening welcome was given by Associate Vice President of Inclusive Excellence and Strategic Initiatives, Dr. Rana Johnson

1. **Charge from President Curtis:** President Deborah Curtis delivered the greetings & charge to council. She encouraged the members to embrace the mission to assist ISU with doing better, every day. Dr. Curtis also shared her e-mail address with the members and encouraged them to contact her directly.
2. **Introductions:** Committee members introduced themselves, identifying their colleges, departments and goals for the fall semester related to diversity, equity, inclusion and social justice.
3. **President’s Council on Inclusive Excellence Meeting Dates:** The fall meeting dates were presented to the committee- all meetings will be held on Zoom\* the third Friday of each month, 10:30 am – noon, unless otherwise noted:
* October 15, 2021
* November 19, 2021
* December 17, 2021\*\*

\* In-person meetings may resume in spring 2022, based upon CDC guidelines.

\*\*Check on date. Classes end December 11, 2021

If council members are unable to attend a meeting, sending a proxy is strongly encouraged. One member suggested that the council review the attendance of the community member to determine if they are available to participate in meetings. If not, the council may consider replacing them with someone with the necessary availability.

1. **Strategic Plan:**

**GOAL 1: ADVANCE OUR COMMITMENT TO EQUITY AND INCLUSIVE EXCELLENCE
*Co-Chairs: Rana Johnson and Katie Butwin***

Dr. Johnson introduced and highlighted the Goals of the Strategic Plan. She suggested to members to familiarize themselves with the five goals. She also highlighted several activities that she and co-chair Katie Butwin were engaged in to support the Goal 1 objectives, including, University Educators (UE) DEI modules, campus climate surveys and professional development opportunities.

Several members commented on student interactions in the classrooms with faculty, and the stereotypes and discriminatory practices students from diverse backgrounds are subjected to. Unconscious bias was included in the dialogue. Concerns were voiced regarding unfair treatment of students of color, as well as other marginalized or minoritized groups.

One of the members shared best practices that were instrumental in supporting and enhancing DEI in their department. Their strategy begins in the hiring process to ensure that candidates are comfortable interacting with various communities. Once the employee begins their new role, they are exposed to various DEI trainings and activities to continue their acclimation. Another member believes that the council can assist in the implementation of this process across the ISU community.

One of the student representatives stated that international students are not aware of their rights; they think discrimination is normal and they learn to accept it. Another member commented that people are not the norm. It is political or radical because diverse groups are not the norm and various members in the community politicize backgrounds and differences that are not part of the status quo.

1. **Culturally Relevant Pedagogy Series:** Dr. Johnson introduced the Fall 2021 Culturally Relevant Pedagogy Series- in collaboration with the Faculty Center for Teaching Excellence. The fall programs include:
* August: International Community Awareness Month- What’s in a Name?
* **September: Hispanic Heritage Month – Dr. Lucy Campbell & Mr. Oscar Henriquez**
* October: LGBTQIAP+ History Month
* November: National First Generation College Student Celebration
* December: Call to Action for ISU Faculty & Staff
1. **Resources:** Dr. Johnson highlighted ISU Resources that may be useful to the members, their students, or colleagues: Affinity Groups, Cultural Center, HR, Global Engagement, Multicultural Center, Title IX, etc.
2. **New Business:** No new business was presented.
3. **Adjourn:** The meeting adjourned at 12:03 pm

**Next Meeting: October 15, 2021, via Zoom.**