



Equity & Inclusion Council  
Regular Meeting Minutes

<b>Date, Time, Place:</b>	Thursday November 18, at 2:30 PM via Zoom					
<b>Members Present:</b>		Latasha Baker		Erika Fisher	x	Darius Sanchez
	x	Raquel Brooks (co-chair)	x	Davita Gaines-Stewart	x	Beth Settle (co-chair)
	x	CiCi Charpentier	x	Kevin Hunter		
	x	David Coppins-Crump	x	Chip Keech		Craig Patenaude (convener)
	x	Eleazer Ekwue	x	Daphne Powell		
<b>Proxies Present:</b>						
<b>Members Excused:</b>		Erika Fisher				
<b>Invited Guests:</b>		Justin Harris				

Item/Topic	Discussion/Reports	Assignments/Actions
Call to Order	2:35 PM	
Open Comments	None.	
Approval of Minutes	Motion to approve by Eleazer Ekwue, second by Davita Gaines-Stewart.	
Chair's Report	No recent report from CWC.	
Committee Reports	None.	

<b>Old Business</b>		
<ul style="list-style-type: none"> <li>• None</li> </ul>		
<b>New Business</b>		
<ul style="list-style-type: none"> <li>• Darius Sanchez – Medallion Award</li> </ul>	<p>Council member Darius Sanchez was honored at a regional conference for District 1 for his graphic design/illustration displayed on the 404 error page for the web site.</p>	
<ul style="list-style-type: none"> <li>• The Big Conversation update</li> </ul>	<p>Justin Harris reported on his efforts as the CSM representative for an ongoing community-based effort to dismantle racism in Southern Maryland</p> <ul style="list-style-type: none"> <li>• The Big Conversation is the umbrella organization for this effort</li> <li>• The group includes churches, schools, libraries, colleges, community organizations, etc.</li> <li>• TBC selects a topic each year in the fight against racism, privilege and social injustice in Southern Maryland</li> <li>• Last year the topic was health care; this year the topic is history</li> <li>• The historical coalition effort involves increasing awareness of and access to historical education involving Black, Indigenous and People of Color in Southern Maryland and decentering the white, male, Eurocentric point of view to include the voices/experiences/perspectives of all</li> <li>• There has been a siloing of information and resources simply due to the wide array of organizations, stakeholders, and repositories involved</li> <li>• Goals: 1) bring learning to the community through schools etc. and 2) inventory the resources already present in Southern MD</li> <li>• Logistical and funding challenges are being addressed by sub-groups</li> </ul>	<p>The Council will serve as a support for Justin Harris in these efforts.</p> <p>The Council can support efforts to develop and provide feedback on a list of CSM resources.</p>

	<ul style="list-style-type: none"> <li>• In addition, Mary Johnson (CSM Library) is working on a related oral history project</li> <li>• Justin Harris will also participate in an upcoming project to explore trauma in the context of racism</li> </ul>	
<ul style="list-style-type: none"> <li>• Council goals</li> </ul>	<p>Members discussed and decided upon some Council goals for the remainder of 2021-2022:</p> <ol style="list-style-type: none"> <li>1. Review and discuss the Council charter to examine our role at the College as well as our efforts thus far. This will be revisited at the end of the year to assess progress.</li> <li>2. Review existing plans and efforts at the College as they relate to Equity &amp; inclusion.</li> <li>3. Attend the AtD Data Summit for faculty and/or staff in January and February 2022 to learn about efforts and data related to Equity and Inclusion</li> </ol>	<p>Beth Settle will put the Charter discussion on the December agenda.</p>
<ul style="list-style-type: none"> <li>• Questions/ Comments</li> </ul>	<p>Members had many comments about the role and work of the Council.</p> <ul style="list-style-type: none"> <li>• There is concern that very little of our efforts thus far have been focused on issues of equity and/or inclusion - is this to be expected? Do other councils also feel as if they are not truly fulfilling their charter?</li> <li>• When will the Executive Director of Equity search begin? Will that person provide direct leadership to E&amp;I?</li> <li>• What is the status of the materials developed last year - handbook, by-laws, etc.? Should we be using them?</li> <li>• How do members of the college community know how to participate/ attend council meetings? Will that information be disseminated? We have not had anyone attend our meetings for the open comment segment - have any of the other councils had attendees outside members and invited guests?</li> </ul>	<p>Beth Settle or Raquel Brooks will bring these questions before CWC at the next meeting</p>

Adjournment	3:57 PM	
<b>NEXT MEETING:</b>	December 16 at 2:30 PM	

Beth Settle, Secretary