**CSM Equity & Inclusion Council**

**MEETING SUMMARY**

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| **Date, Time, Place:** | January 15 3:30 PM via Zoom  |
| **Attendance:** | x | Sybol Anderson  | x | Craig Patenaude | x | Beth Settle  |
|  |  | Erika Abell | x | Eleazer Ekwue | x | Darius Sanchez |
|  | x | Latasha Baker | x | Davita Gaines-Stewart |  |  |
|  |  | Raquel Brooks | x | Kevin Hunter |  |  |
|  |  | Lucia Charpentier | x | Roland (Chip) Keech |  |  |
|  | x | David Coppins-Crump | x | Daphne Powell |  |  |
| **Item/Topic** | **Discussion/Reports** | **Assignments/Actions** |
| Welcome & Overview | Beth |  |
| Co-Chair Training | Craig* Met w/ Sarah Merranko and Montgomery College governance chair (Dr. Clevette Ridguard) this AM
* Two sessions – January 29 for conveners (big picture, responsibilities, system, recommendations), February 12 for chairs and members (more into nuts and bolts)
* Trenace Richardson sent document w/ questions relevant to training
 | Craig will post in Teams |
| Term Selection | Beth/ CraigTerms: * Option A = through June 2022, Option B = through June 2023
* Only 3 wanted to do the longer term (9 wanted shorter term)

Impact of Year-Round Schedule: * Craig spoke w/ Sarah; probably will not be an issue since critical mass of faculty not likely to take same term off
* Does not affect staff calendar but may affect workload at specific points in the compressed schedules
 | Uneven split is fine for now. Members can opt for longer term later if desired. |
| Work of the Council* Policy Review
* Equity Plan
 | BethCraig* Starting work for council might be examine/ review current policies
* Any recommendations for changes/ updates
* Discussion still ongoing w/ Dr. Murphy, also advice/ insights from MC experience as part of training
* President will recommend certain policies for review, Council may have revisions, community may have suggestions

Sybol* Sybol writes Equity Plan as Executive Director – would like support for strategic thinking on key objectives
* MHEC Requirements = Plan for Cultural Diversity
* CSM Equity Plan is aligned with/ driven by MHEC Plan as well as ATD and the COVID-19 response
* Each public IHE must develop and implement a plan for cultural diversity & reports to MHEC by September 1 summarizing institutional progress
* In place at least since 2013
* 2020-2021 Plan for CD and Institutional Equity
* Foundation = 4 objectives now in ISP
* Alignment = ATD Institutional Capacity Area: Equity
* Consideration: COVID response

ATD definition - “Equity = Ensuring that each student receives what they need to be successful through the intentional design of the college experience.”Four objectives for Diversity, Equity & InclusionWhat do we need to be doing to move DEI forward for the College?1. Benchmarks for student progress & completion
2. Respond to demographic changes in each county
3. Equitable representation in faculty/staff
4. PD & programming for employees

Alignment w/ ISP Objectives* ISP Goal 1: Student Success – Critical measures (DEI Objective 1)
* ISP Goal 2: Relevant Programming – Strategic purpose for each campus (DEI Objective 2)
* ISP Goal 3: One College – Culture of collaboration & learning (DEI Objective 3 & 4)

Action Timeline – current DIV efforts* Equity dashboard
* Employee DEI competencies & curriculum

Spring 2021 ISP process* Board set ISP 2021-2024 Goals
* Draft Objectives & strategies (E&I Council informs process beginning late February)
* Equity Plan & ISP approve late Spring/ Summer

Institutional responsibility for equity | Will probably get started after training & establishment of rules of council operationSybol will create Teams folder to start compiling relevant policies we may need to examineWe can review the timeline to see what is in place for future |
| Questions? | * Mandatory trainings for faculty & staff? Yes, DEI will be one of the required elements of employee training along w/ optional but hopefully attractive trainings for diversity
* NEO GOV has existing trainings as well
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| **Adjournment** | 4:34 PM |  |
| **NEXT MEETING:** | February 19, 3:30-4:30 |  |