

President's Council on Inclusive Excellence

Meeting Notes

December 18, 2020

10:30 am – Noon

Meeting held via Zoom

Members Present: Dianne Frances Powell, Gabriele Yowell, James O'Sullivan, Jhansi Chagalakonda, Laura Froelicher, Maria Ugarte, Melissa Gustafson, Rebecca Marquez, Stephannie Gambill, Sumalayo Jackson, Szufang Chuang, Tami Weinzapfel-Smith, Tradara Mclaurine, Qihao Weng

Special Presentations-Guests: Dr. Zachariah Mathew, Dr. Linda Maule

I. **Opening:** The meeting of the President's Council on Inclusive Excellence was called to order at 10:30 am December 18, 2020, by Dr. Rana Johnson.

II. **Updates: Equity, Diversity, Inclusion and Social Justice**

Dr. Zachariah Mathews: Center for Global Engagement-

Dr. Mathews provided an update on international students, total number enrolled, funding/fees, and food insecurity across campus for the international student population. He also highlighted misconceptions, cultures, beliefs and religion, dietary habits, and resources needed.

Questions posed: Is there a list of food items that could be donated-ethnic foods that domestic students have not requested?

Dr. Linda Maule, Dean of University College

Dr. Maule discussed the process for the Foundational Studies/Social Justice and provided an update on the proposal for the course: Race in the United States. Her dialogue focused on the ongoing issue of systemic racism in the U.S., execution of George Floyd and inappropriate responses from around the nation, including in Indiana. Background information was also highlighted regarding the Black Faculty and Staff Caucus, as well as the Unity Council and the conversations that led to the proposal for the course. Requests were made from both groups - a common experience should be presented to all students to make them aware and to ensure that they have more experiences to discuss African Americans/Blacks and structural racism. Learning objectives, as well as a team of faculty, will be included and implemented. The goal is to have an ISU course taught

on Black racism (and structural racism) then transition to intersectionality- ageism, sexism, sexuality, etc. Next, move to topics of social justice, in the context of systems of oppression. Having freshmen to move through the course, at the same time, will allow students to have ongoing conversations simultaneously: residential halls, African American Cultural Center, Multicultural Services and Programs, etc.

III. Dialogue: Advancing Inclusive Excellence Action Plan

Timelines, Short and Long Range Strategies

Awareness- The group met several times, reviewed categories and separated them further- the document includes: Areas of progress, as well areas that have been completed. The group also included questions that are going on, as well as other pertinent information associated with the areas. One member stated: Awareness is about outreach, communication, etc. A lot of the objectives are short term.

Campus Environment- A template was created, and milestones were identified for short and long term goals. The group plans to review documents and share information during the spring 2021 semester with members.

Instruction and Learning- The group created a document and worked collaboratively on short and long term goals. Maria summarized goals for each section. Themes that were recurrent include: The need for crafting clear reports for what already exists, how many people are taking advantage of resources, what is required, organizing and centralizing: social media, having information updates, etc. Info on promotion and retention and the need to communicate on other areas- appropriate representation... not sure how much of that is related to the strategic plans. Campus community has not been asked to do that.

New Business- Dr. Weng shared information highlighted in the Tribune Star: THPD Police Sargent placed on leave after complaints about biased based comments. Additionally, he also mentioned an articles and petition he received in an e-mail: China ... 5,000 year history of cheating. Dr. Weng shared the screen as he discussed both.

2021 Meeting Dates: All meetings will be held on Zoom from 10:30 am – Noon

January 22

February 26

March 26

April 23

May 21

June 25

IV. Adjourn

The meeting adjourned at 12:02 pm.

Next Meeting: January 22, 2021