Executive Council on Diversity & Inclusion

Meeting Notes

July 23, 2018

Prepared by: A. Lewis

Council Members: Kathleen Steinfels, John Drevs, Tobyn Friar, Dr. Chris Manning, Jane Neufeld, Joe Saucedo, Dr. Winifred Williams, Dr. Marta Lundy, Mark Torrez, Thomas Taylor, and Dr. Will Rodriguez.

Resource: Ariana Lewis

Present: Kathleen Steinfels, John Drevs, Tobyn Friar, Dr. Chris Manning, Jane Neufeld, Joe Saucedo, Dr. Winifred Williams, Mark Torrez, Dr. Marta Lundy, and Dr. Will Rodriguez.

Absent: Thomas Taylor

General Updates

Council - Campus Role

- The Executive Council on Diversity and Inclusion is an advisory council.

- The Council provides strategic input, serves as Ambassadors, and facilitates resources across the University.

- The Council acts as a clearinghouse for University-wide diversity and inclusion campus initiatives. The primary focus is to communicate awareness about diversity and inclusion related information.

- As necessary, the council will triage and resource requests to the appropriate work groups (i.e. committees) across campus.
• The Council’s role is not to maintain a university-wide diversity and inclusion budget for distribution to sponsor related events. Existing organizational structures are to be used for these funding requests. Alternatively, the council’s website will include a list of resources highlighting where campus partners can go to in order to inquire about diversity and inclusion related services and support (i.e. program funding).

**Newsletter Initiative**

• Over the fall semester, Council members will collaborate to create a process to distribute a Diversity and Inclusion Newsletter for the LUC community.

**Strategic Direction**

• The Council will need to expand/evolve to more efficiently align with and support overall University initiatives such as recruitment, representation, and retention.

• The need for base University-wide diversity training will most likely be identified through the survey results.

• The Council will need to assign Council members to these areas.

**2018 – 2019 Membership Discussion**

• New Council Members will represent *Academic Advising and Services* and the *Division of Student Development*:
  - Dr. Shawna Cooper-Gibson (Assistant Provost)
  - Dr. Will Rodriguez (Dean of Students)

• University Staff Council will hold annual elections on July 26.

• Dr. Marta Lundy will continue to represent Faculty Council.

• Student representation from SGLC is pending. SGLC’s Advisor, Tim Love, may be able to assist with follow-up.

• Fr. Prehn will follow-up regarding representation from the Jesuit community.

• A request is out to the Graduate School for a graduate student representative.

• John Drevs will remain involved and Deanna Griffin (UMC) will assist in his absence.
Website Audit (Summer 2018)

- John Drevs’ team may reach out to various council members to solicit feedback regarding improvements and ongoing management.

- Deanna Griffin may need to be invited to the next meeting to provide an update regarding the website.
  - Website suggestions may be sent to Ariana Lewis (alewis7@luc.edu).

Provost's Office - Diversity and Inclusion Initiatives

- During the spring semester, a course will be offered focusing on helping students recognize and understand bias.

- Long-term goal: Include a suite of macro-level diversity related classes such as Women's Studies Gender Studies 101 and Understanding Bias as a unique requirement of the university core.

- Short-term goal: to gain inclusion of Understanding Bias as a Tier 2 course in the University Core.

- An initiative is in progress to provide mentoring to faculty of color.

- The Provost’s office will be offering memberships to the National Center for Faculty Development and Diversity (NCFDD) in the fall, and engaging in a widespread publicity campaign to spread awareness among, faculty, graduate students, and staff. The popularity of the NCFDD on our campus will help determine whether we should opt for an institutional membership during AY 2019-2020.

- Communities in Conversation
  - Co-sponsors: Dr. Winifred Williams and Dr. Chris Manning
  - This program will create campus connections for women, underrepresented minority, and LGBTQIA+ faculty and staff across the university.
    - The interactive program will provide an opportunity to discuss relevant topics relevant to those communities, and break-out groups will convene to brainstorm recommendations for future group experiences
    - In addition, a reception with food and drinks will take place to provide networking opportunities.

Upcoming Meetings

- August 20, 2018
  - 10:30AM – 11:30AM / Student Development Conference Room 3rd Floor

- September 24, 2018
  - 4:00PM – 5:00PM / Student Development Conference Room 3rd Floor

Meeting Adjourned at 11:15AM