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Center for Diversity and Inclusion

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Meeting Minutes, October 22, 2019

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Council for Inclusive Excellence
Tuesday, October 22, 2019 | FSC 2C
Meeting Notes

Members Present: Chris Albino, Inge-Lise Ameer, Carolina Bogaert, Kelly Boutin, Cecilia Cooper, Melanie Cluley, Buky Folami, Andy Jacques, Mailee Kue, Kevin Martins, Judy McDonnell, Kaoru Paganelli, Tim Paige, Zach Pelletier, Bruno Raposo, Wendy Samter, Sam Simas, Meaghan Trayner, Olivia Valenti, Amy Webster

Members Not Present: Madan Annavarjula, Melissa Fajardo, Patricia Gomez, Ed Kairiss, Kongli Liu, Harsh Luther, Chris Morse, Marquise Watson

- I. Overview, History of Diversity Council of Champions (DCC) and transition into Council for Inclusive Excellence (CIE)
 - Charter is not set in stone
 - Different from DCC - Subcommittees will help the work move along and facilitate responses to specific matters
 - Budget has been assigned - \$20,000 for CIE efforts for the year

- II. Subcommittees
 - Training & Development subcommittee has been meeting since summer workshops planned & underway for faculty
 - Programming subcommittee will review requests and grant funding for inclusive initiatives that may not have other funding sources, such as the Professional Closet program
 - Assessment subcommittee will
 - Look at existing data such as EverFi (AlcoholEdu, D&I), OPIR, HR, Health Promotion data, and existing Bryant goals on inclusiveness
 - Set goals for future

- III. Student Advisory Board for Inclusive Excellence
 - Has met twice, two students from the group will sit on this council (Olivia Valenti, '21, Chris Albino, '20)
 - Will provide real time information and recommendations from students

- IV. #BryantInclusionDay – CIE kickoff program, pledge, book club with HR, President words, Inclusion cards very popular

- V. BIAS Incident Committee
 - Committee composed of six members, balance of genders, and multidivisional
 - Policies and practices review summary available at library, list of at least 20 recommendations, items reviewed included
 - Communication challenges, reporting challenges
 - Structural challenges, faculty involvement, training
 - Spelling out what a BIAS is, transparency of process

- DPS investigates, BIAS deliberates, then passed on to VPSA/Student conduct
- Education for committee members – EverFi, Unconscious Bias
- Bryant.edu/bias – revamped

VI. Faculty Development Series

- Collaboration between HR, SA, and AA
- Two workshops have already happened
- Continuous programming through semester, mini conference on Nov 13th, *Navigating Difficult Conversations in the Classrooms*
 - Opportunity to interact with presenters during breakfast
- Via Valenti proposed that students can present to faculty and share their perspective, as part of development workshop

VII. Action items

- Self-select into subcommittees and let Kevin know your choice
- Keep outlook calendars updated to ease selection of next meeting date