**CCRI FACULTY SENATE**

**Diversity, Equity, and Inclusion Committee**

**AGENDA**

**Date**: **11/08/2024**

**Time:  9:30AM**

**Place:  Zoom**

**Attendees**:

|  |  |  |
| --- | --- | --- |
| **Name** | **Present** | **Not Present** |
| Sen. Theodore Clement | X |  |
| Sen. Christine Lynch | X |  |
| Sen. Jill Guindon-Nasir | X |  |
| Sen. Stevenson Wachira | X |  |
| Sen. Mary Kitzmiller | X |  |
| Sen. Kelly Delaney | X |  |
| Tracy Karasinski (ex-officio) |  | X |
| Taiwo Adefiyiju (ex-officio) |  | X |
| Allison Robinson (ex-officio) | X |  |
| Blair Harrington (ex-officio) | X |  |
| Lindsey Gwozdz (ex-officio) | X |  |
|  |  |  |
| *Guest:* Raekwon Grace, Senior Facilitator, Organizational Development and DEI  | X |  |
| *Guest:* Maya Geraldo, Chair of Staff Assembly DEI Committee | X |  |

1. **Call to Order**

Sen. Theodore Clement, Chair, called the meeting to order.

1. **Roll Call**

Sen. Jill Guindon-Nasir, Secretary, took roll call. Official Roll call noted above.

1. **Approval of Minutes**

Sen. Theodore Clement, Chair, asked for approval of the October 2024 Meeting notes.

Sen. Christine Lynch seconded the motion

No Discussion

Sen. Theodore Clement, Chair, asked for approval of the October 2024 Meeting notes.

Sen. Steven Wachira seconded the motion

**Yes-9 No-0 Abstain- 1**

 **IV. Agenda Items:**

 **Religious and Cultural Observances for Students Check In**

Blair Harrington and Sen. Kelly Delaney have been working on this initiative. They have not had the opportunity to speak since the last meeting.

Sen Ted Clement- informed everyone that Sen Jessica Araujo is not longer able to be on this committee.

Blair needs to locate the last draft.

Kelly will contact Jessica, copy Blair on the correspondence, to see if Jessica has the last draft.

 **DAS Subcommittee Check In**

Moved this discussion to when Allison returns to the meeting.

Kelly stated that she met with Allison and Christine, since our last meeting.

Allison Robinson presented to the Faculty Senate, since our last meeting.

 **Course Caps Resolution Discussion**

Sen Ted Clement opened the meeting up for discussion of course caps being raised from 20 to 28 per online course.

Sen Christine Lynch shared the DEI perspective on raising course caps from 20 to 28 in online courses. She states there is a possibility for a Resolution to address areas of input on DEI, and raising course caps by 40%.

The Resolution from DEI can address the perspective of areas of impact like:

Our HIS Designation and how students face challenges in online learning. She stated we could include research and data from these areas, in the resolution.

This also impacts First Generation students, lower income students, students of color and students with disabilities.

There is an issue with raising the course caps across the board, and having to now support 40% more students in a diverse population.

HELP course was not considered in this decision.

This change can disproportionality impact students. It is difficult for many families to provide help to students.

The Resolution will be from a DEI perspective and focus, and how the increase in course caps can create challenges from different perspectives.

Sen Kelly Delaney discussed if faculty would be compensated for taking on additional students in the online courses? She stated how we are going to still serve the students regardless, and help these students. She asked if would could compromise with Administration and ask from a lower increase in caps, and not 40%, especially in HELP courses.

Sen Christine Lynch stated how if several Resolutions come forward on the Impact, this will in turn open the door to the discussion on impact and compromise, and which course make sense and which courses this 40% increase will be more challenging. As a shared governance we can make informed decisions.

Sen. Kelly Delaney asked Sen Christine Lynch, do we have data? Sen. Christin Lynch stated she has data.

Sen Mark Kitzmiller shared some articles and data she had looked up, while we were discussing this topic, on evidence-based practices. She also stressed how the increase in caps has already happened.

Sen. Christine Lynch shared an article on the screen. She had data on Frist Gen, Returning Adult Students, and how this is causing an undue burden on faculty to uphold HIS and DEI commitments.

Sen. Kelly Delaney stated she is drowning with online students in multiple classes.

Sen Jill Guindon-Nasir stated that many colleges/universities are raising their cap sizes, however, with that increase come additional compensation, based on how many additional students are in the on-line course.

Sen. Kelly Delaney asked if this was a Union Issue, and Sen Christine Lynch stated that there is currently a Union Survey on this topic.

Raekwon Grace asked Blair Harrington how we can make this more sustainable? Blair Harrington stated how we have EPTO training, but she was not sure if it addressed teaching large amounts of students. Raekwon stated that we may want to reframe the conversation and pivot to how the increase in course caps impacts students from an access, learning and DEI outcomes.

Sem Ted Clement asked is we should form a sub committee to work on this?

Sen Christine Lynch asked should we vote on if we should move forward with a sub committee to continue with a draft Resolution?

Sen Christine Lynch asked for a Motion to form a draft Resolution from the DEI Committee to address course caps?

Sen. Stevenson Wachira seconded the motion

**Yes-9 No-0 Abstain- 0**

Sen. Ted Clement asked who is interested in being a part of this Sub Committee?

Sen. Christine Lynch

Sen. Steven Wachira

Sen. Kelly Delaney

Raekwon Grace

Sen Ted Clement asked the new committee members to schedule a meeting, and be ready to report out at our next Faculty Senate DEI Committee meeting.

**DAS Subcommittee Re-Check In**

Allison Robinson provided an update on this sub-committee. She stated how she presented at the last Faculty Senate meeting, and how the sub-committee met right after that meeting. She shared a document on what the sub-committee is thinking.

Sen Christine Lynch added that leading up to the document, they worked on procedures, on committee structure, in include more faculty in fundamental alteration committee. She then shared a document.

Allison Robinson stated that the Federal Law is why DAS exists. The processes DAS puts into place are in response to the Federal Law. There is stuff people don’t know. The goal is to prevent legal consequences, and protect faculty and students. Nothing supersedes the Federal Law. The Federal Laws are stated in the document, and consequences are highlighted. In terms of Federal Law, all are subject to court cases. College my not indemnify you. If we are sued, we get sued and people are named in the law suit. College can choose not the represent faculty, if they blatantly defy the laws. You can put yourself and the college in jeopardy, in court cases. For example, if an accommodation is not going to work, we have to document it is not going to work.

The sub-committee is going to get this document together and present it to the Faculty Senate. If the document is ready, then they will present in February to Faculty Senate. It is a draft now, that is being edited, and that they plan to bring forward.

Sen. Kelly Delaney stated how they will have another meeting to edit and present again to this DEI Committee. Sen. Christin Lynch stated how they will review it, change what is needed, vote it forward and make any edits. First vote in DEI Committee, then Senate, and if it passes it will become Policy.

Sen. Christine Lynch state this is different from a Resolution, as this is a policy, with procedures we are following, and faculty need to adhere to Federal law.

Sen. Ted Clement asked what is the difference between Policies and Resolutions. A Policy is requiring something, and a Resolution is stating a position of the Faculty Senate. Shows support or opposes something.

Sen. Christine Lynch stated that the past Resolutions have showed support. The Resolution on the increased Caps will be the first Resolution opposes something.

Sen Ted Clement reconfirmed that if Policy is voted into existence, then it will be adopted as policy in CCRI.

Sen Christine Lynch stated that once a Policy is approved by Faculty Senate, it goes to the President, which takes 2-3 weeks for a signature.

Allison Robinson stated that this first Policy is for faculty, however, Staff Assembly, works on staff, and this does apply to everyone. In the future, a policy can be created and go through Staff Assembly.

Maya Geraldo agreed that Federal Law includes the entire college. Maya will meet with Allison to get on the agenda.

Sen. Christine Lynch stated how we can move forward with faculty, with the challenges that have come up, and then create another one for staff or a larger one.

Allison Robinson agreed that it is hard to combine the policies. Maya and Allison will meet about getting on Staff Assembly agenda.

**HSI Subcommittee Check In**

Sen. Ted Clement stated that Sen. Jill Guindon-Nasir and he, are the only sub-committee members at this time, and they have not met, as of yet. He asked if anyone else was interested in joining the sub-committee.

Blair Harrington stated she would be interested in joining the sub-committee.

Sen. Ted Clement stated he will schedule the first meeting, prior to our next Faculty Senate-DEI meeting. He also stated he will meet with Raekwon to get further background on the HIS designation.

**DEI Committee Guiding Principles Discussion**

Sen. Christine Lynch stated that this goal came up at the end of last year, to create guiding principles for this committee. This is important for when the membership and leadership changes. Will share with new members how we fir into the college. This will help support future generations of committee members.

For example, when the Faculty Senate Committee approaches their work, members need to be aware they are not speaking for the committee, unless we have the support of the DEI Committee. The guiding principles will show how we fit in DEI in the College. Reference Staff Assembly and DEI.

Sen. Christine Lynch asked what are everyone’s thoughts? How do we show up and do this work?

Maya Geraldo asked if we had already looked at guiding principles/language that already exists, that relates to this committee?

Sen. Christine Lynch stated we have not looked at language around the guiding principles, in the college. This is only the start of this work.

Sen. Ted Clement said we will circle back and review the resources available and continue the conversation.

Lindsey Gwozdz said how we need to acknowledge position ability and biases. Be intentional and liaison with student government on things that will impact them.

Sen Christine Lynch asked how do we show up? What does it look like to us?

Maya Geraldo stated that Rachael Rogers shares training on how we show up in different roles. Sen. Ted Clement will talk to Rachael and follow up on this.

Raekwon shared how there will be Service Awards, within Professional Development Day this year. They will be creating awards that people can nominate people. Five categories: Student Champion, Inclusivity, Leadership, Knight Spirit, Rising Star. Ten awards, one for a faculty member and one for a staff member, in each category. He is working with the DEI committee to define each award.

Maya Geraldo stated how the College Wide-DEI committee created these areas of awards. Now, she can work with this committee to capture thoughts and insights from the Faculty Senate-DEI committee. It is important the community recognizes each other.

 **VI. Adjourn**

Sen Ted Clement asked for a Motion to adjourn.

Sen. Mary Kitzmiller said motion to adjourn

Sen. Kelly Delaney seconded the motion to adjourn.

**Yes-10 No-0 Abstain- 0**

**10:50am -Meeting Adjourned**