

**CCRI FACULTY SENATE**

**Diversity, Equity, and Inclusion Committee**

**AGENDA**

**Date**: **10/04/2024**

**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 |  |
| Sen. Jessica Araujo (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 9:35 am**

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 May 2024 Meeting notes.

Sen. Christine Lynch seconded the motion

No Discussion

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

Sen. Christine Lynch seconded the motion

Yes-6 No-0 Abstain- 2

1. **Greeting from Faculty Senate VP/past DEI Committee Chair Lynch**

Sen. Christine Lynch thanked Sen. Theodore Clement for taking over the role of Chair. She is delighted to be able to stay on the committee as a voting member. She will also be able to share the history of the work the committee has already accomplished.

1. **Greetings from new Faculty Senate DEI Committee Chair Clement**

Sen Theodore Clement thanked Sen. Christine Lynch for her continued support on the protocol of being a Chair of the committee. He is excited for the variety of opportunities to work in his theater work, where he has been working on advancing the dialogue on DEI. Lastly, he thanked Sen. Christine Lynch for her knowledge, and stated how he was happy to be a part of this committee.

1. **Old Business**

Sen Theodore Clement stated how we had a great conversation at the Faculty Senate Retreat. Reviewed May Meeting Business. Touched based on past work. Stated there is a learning curve for the newest members.

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

Blair Harrington and Sen. Kelly Delaney have been working on this initiative, with Sen. Jessica Araujo.

Sen. Harrington provided background to the new members of the committee. She stated that KARA said the resolution needs to come from her office, as it deals with legal issues. Kelly, Blair and Jessica have been working on a resolution.

Christine Lynch stated how Kelly, Blair and Jessica had been working on creating a Policy, and then learned it needed to come from Kara’s office, and moved it to a resolution. A resolution shows that faculty had a voice in this resolution. Christine Lynch mentioned including JEDI B into the resolution.

Next steps: Need to find out where the latest draft of the resolution is? Christine recommended getting the past committee back together again to work on this and look at it again.

Ted Clement asked who do we think has possession of this?

Kelly Delaney and Blair Harrington said they will follow up, and see where the latest draft is.

Ted Clement said he will email Jessica and copy the committee, to see if she would be willing to be part of the conversation.

**Goals for AY 2024-2025 Check In**

Ted Clement read the goals from the last meeting, in May, which was a brainstorming meeting.

Christine Lynch recommends we move forward with New Business, and discuss our Goals for the AY 2024-2025, as we need to share these goals at the nest Faculty Senate Meeting.

1. **New Business**

**-Hispanic Serving Institution Discussion**

Ted Clement asked how do we engage in this designation? Let’s open it up for discussion.

Mary Kitzmiller - recommended offering Spanish classes for Faculty

Allison Robinson- Recommended the classes be conversational Spanish

Kelly Delaney- concurred this was a great idea, and she would be interested

Jill Guindon-Nasir- Recommended adding power point translation in the classroom, so they power points can be translated to Spanish, as the faculty member is speaking.

Christine Lynch - recommended Spanish for educators

Raekwon Grace- recommended we utilize Linked-In Professional Development Module, as it is self-paced and you can concentrate on a specific skill. He placed a link to the professional development opportunity into the chat.

Ted Clement- recommended having offerings the upcoming Professional Development Day.

Jill Guindon-Nasir- recommended creating Unity Days, for students to learn more about this designation, and other DEI initiatives

Ted Clement- said this work could help our student find their voice, when they can perform their work in their primary language.

Blair Harrington - recommended brining DEI/Hispanic culture/language into the classrooms. We could provide a list of resources people need in the classroom, and they could try it.

Mary Kitzmiller asked how can we get more people into wanting to engage and want to do this?

Raekwon Grace stated how he will be taking actions steps to move this work forward, and think of ways to reward faculty and students.

Allison Robinson- stated there is a lack of support for learners where English is their second language. She stated how we need universal design, as ESL is not a disability.

Christine Lynch- said how the challenge is what is our lane? She asked the group to stop and look at how we define this designation and how can we support HIS?

Ted Clement recommended learning spaces in classrooms. He asked what specific resources do we have? What can we do? He stated how areas could use resource support and clarified information, as to what they are supposed to be doing.

Blair stated how there are now designated tutors at the Liston Campus.

Raekwon Grace asked what kind of training should we create for the faculty? In-Person or On-Line?

Christine Lynch stated Hybrid, so people could meet in person and Zoom.

Ted Clement stated in person would probably get more people and raise interest. He said we need to meet the faculty where they live.

Raekwon Grace stated a lunch and learn could be a good place to start.

Christine Lynch- What does HIS look like? How do we bring the desire for this to faculty? What support and resources do we need?

Kelly Delaney- Asked departments what they think? Get their ideas. Have a chance to have their ideas heard.

Ted Clement- Develop a serious of questions, like a survey, and get responses.

Kelly Delaney stated how this will ensure we don’t alienate anyone.

Christine Lynch- stated we can survey them through the Faculty Senate Account. Ask them what HIS is? This will clarify our involvement, with faculty responding on HIS and what education and resources needed. How do faculty understand what this means?

Ted Clement stated what does it mean to be HIS?

Raekwon Grace- HIS for our students. Faculty are front facing experiences with students. Defining what HIS at CCRI looks like.

**National Hispanic Heritage Month Events**

Ted Clement transitioned to speak about the next possible goal.

Jill Guindon-Nasir stated she can post DEI events on the Digital Learning Community For pathways.

**FS DEI Committee collaboration with DAS Office**

Allison Robinson- stated how it has been a rough semester, and leadership has

Recommended this be addressed immediately, with issues bordering on

Discrimination. Issues like alternate attendance have become an issue. The DAS

Office interprets law from ADA-DOJ and 504/508-Office of Civil Rights, and there

Are constant updates on rulings on new laws. She recommended creating a policy

For faculty to adhere to Federal Law. DAS interrupts Federal Law and adheres to

Policies.

Christine Lynch- recommended recap the work of DAS, keep moving forward, as this is urgent. There needs to be a policy. Show the faculty it is coming from Faculty Senate. Yes, we need to do this, it is coming from us.

Allison Robinson- If we have a DOJ complaint the college and the individuals will be names in Complaint.

Christine Lynch-stated how this policy will protect both the faculty and the students. It Shows we are committed to this.

Allison Robinson - Stated how the accommodations need to be reasonable. This needs to be communicated to the whole faculty. Policies evolve as court cases evolve.

Ted Clement- stated how we need to present DAS as a resource. We have a responsibility to the law

Allison Robison- stated how DAS is here as a resource to interpret the law.

**SUMMARIZE GOALS:**

Motion from Ted Clement move forward with the (5) goals stated below, and seconded by Mary Kitzmiller

Yes-5 No-0 Abstain-0

Ted Clement asked what committees everyone would like to participate in?

**Goals for AY 2024-2025**

1. **Policy on adhering to federal law regarding DAS accommodations**

**SUBCOMMITEE MEMBERS: Allison, Christine, Mary**

**Potential outline:**

* State the federal laws
* These laws protect faculty as much as the student
* Discuss consequences as “We as faculty are aware that…” (ie. DOJ oversees ADA and complaint will name institution AND individual instructor)
* Clarify reasonable accommodation, fundamental change language with “we as faculty understand that…”
* “We are committed to…” (how we will adhere to federal law, ie. Asking for clarification or collaborating on how to provide accommodations, etc)

1. **Continue work on Religious & Cultural Observance Resolution draft**

**SUBCOMMITEE MEMBERS: Kelly, Blair**

1. **Understanding faculty roles and responsibilities as HIS educators, as well as supports and resources needed to maximize ability to put HSI designation into practice**

**SUBCOMMITEE MEMBERS: Ted, Jill**

**Ideas for HSI supports for faculty include:**

* Spanish for educators (LinkedIn Learning), possible PDD
* Centering/ increasing Hispanic culture and voices in classroom (develop resources for faculty)
* Duolingo linked to Knight points
* Universal design to consider code-switching for ESL/ELL for students needing more time on exams, as it is discriminatory to consider this a disability needing accommodations through DAS
* Increase awareness that specific ELL designated tutors have been identified and are available

1. **Write Guiding Principles for FS DEI Committee**
2. **Possible goal to partner with Academic Standards & Policy Committee to collaborate on attendance policy** – will need to connect with new chair of committee to see if this is still a goal and ask to be included (do not need to announce this in next meeting but can say “pursuing collaboration on a possible goal with another FS committee… more info to come”

**Next Steps:**

Ted Clement will email the absent committee members, to see which sub-committee they are interested in joining. He will email ALL committee members and subcommittees members. Ted Clement and Jill Guindon-Nasir will review the notes. Ted Clement will give an update on any work being done, at the next Faculty Senate Meeting.

Allison Robison will be presenting at the November Faculty Senate Meeting.

**VII. Adjourn** 11:45 am

Motion to adjourn from Ted Clement, seconded by Kelly Delaney

Yes- 4- No-0

Minutes submitted by Sen. Jill Guindon-Nasir

**[Send minutes to the Secretary of the Senate upon approval]**