**CCRI FACULTY SENATE**

**Diversity, Equity, and Inclusion Committee**

**Minutes**

**Date**: 2/21/2025

**Time:**9:30 am

**Place:**Zoom https://ccri.zoom.us/j/7782870773?omn=97430937920

**Attendees**:

|  |  |  |
| --- | --- | --- |
| **Name** | **Present** | **Not Present** |
| Chair Kelly Delaney | X |  |
| Sen. Christine Lynch | X |  |
| Sen. Jill Guindon-Nasir |  | X |
| Sen. Stevenson Wachira |  | X |
| Sen. Mary Kitzmiller |  | 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:* Maya Geraldo, Chair of Staff Assembly DEI Committee | X |  |

1. **Call to Order**

Sen. Kelly Delaney, Chair, called the meeting to order.

1. **Roll Call**

A quorum is present. Official Roll call noted above.

1. **Agenda Items:**

 **DEI Committee Rep for Employee Recognition Nomination Committee**

Maya Geraldo requested FS DEI rep to join nomination committee. Meeting is scheduled for Spring Break week but willing to reschedule to include FS DEI committee rep. Chair Delaney volunteered as rep and will attend during break.

**Professional Development Day Committee Rep**

FS President Swithers requests that committees identify members willing to participate in the Resource Fair portion of PDD to showcase work of the committees. Will revisit next meeting.

**Religious and Cultural Observances for Students**

Discussed status. Will revisit in upcoming meeting and include Kara DiPaola.

 **HSI Resolution**

Tabled to next meeting. Committee in agreement that there has not been information communicated regarding change in HSI status.

**DAS Policy**

Reviewed DAS Policy draft and edits to format as policy rather than resolution. Discussed next steps for committee vote to move to Public Hearing once Fundamental Alteration Procedure is finalized, then a new draft of the policy will be created on PolicyStat. Maya Geraldo shared that there is an HR policy addressing accommodations on PolicyStat, which includes outdated information.

To support consistent messaging and communication, the committee highlighted the purpose of the DAS policy is to present the process to follow when there may be a fundamental alteration; provide resources; and protect faculty and institution through a documented procedure.

Allison Robinson will share Fundamental Alteration Procedure draft with DEI committee members and ex-officios.

Christine Lynch will share updated DAS Policy draft with DEI committee members.

1. **Open Forum**

Lindsey Gwozdz asked if there were updates shared regarding the “Dear Colleague” letter sent by the Administration this week. None are aware of whether CCRI received the letter. Sen. Christine Lynch sent an article from Higher Ed about the letter to the CCRI Executive Order Committee email but has not received a response. Allison Robinson will send a copy of the letter to DEI Committee members. The letter contains a footnote stating that the information is “guidance”.

Chair Delaney reaffirmed that the work of the FS DEI Committee will continue unless a clear directive is given by the institution.

Chair Delaney will schedule and send calendar invites for monthly meetings for the remainder of the semester.

1. **Adjourn**

Meeting adjourned at 11:02am.