

College of Education Diversity Committee

August 28, 2020

Minutes

In attendance: Charles Dukes, Carol Tessel, Ayse Torres, Susanne Lapp, Joe Waters, Maria Vasquez, Hani Zainuddin, Angela Rhone, Dilys Schoorman, Yolanda Lozano

1. The meeting began at 10 via Zoom. Dilys Schoorman welcomed everyone and provided a few updates to frame the discussions about the agenda for the year. These included the following:
 - a. Student survey – Ready for launch at IEA (This includes the fact that all steps required by the Provost’s memo on surveys had been completed; IRB and IEA approval had been procured; John Cahill had loaded up the survey in Qualtrics.)
 - b. Preliminary updates to webpage are underway. We will need to identify additional updates and who will volunteer to lead those efforts.
 - c. Listening session – Thanks to Charles Dukes and Joe Waters for moderating. We will need to compile notes from the session to assure faculty and students have we have listened and heard.
 - d. Statement of Support on Racial/Social Justice. This was emailed to Dean Silverman on July 2nd following our summer meeting.
 - e. Invitation to present at Faculty Assembly (September 11th, 2020). Michael Frain has approached Charles Dukes to offer a follow up report to the listening session and Diversity Committee activities at the Faculty Assembly meeting.
2. The committee then reviewed ideas and identified priorities for 2020/21. These included:
 - a. Launching the survey of students to identify strengths and weaknesses related to diversity in the college.
 - b. Panel discussions featuring faculty and students on topics of salience to racial/social justice, following concerns raised at the listening session in June.
 - c. Clubs – we identified ongoing book clubs and research clubs that would address racial/social justice issues. Dr. Melanie Acosta (CCEI) plans to spearhead a book club and will extend an invitation to faculty in the college. We discussed a research club to support discussions of how faculty and students can engage in research related to racial/social justice.
 - d. Invited Speakers. We recommended identifying guest speakers to lead discussions and/or PD workshops with faculty, students and the community.
3. Dean Silverman joined the meeting at 11. Invited to share what could be achieved regarding diversity and racial/social justice issues this academic year he noted the need to do more listening/talking events, he would write a statement that would include a reference to the shooting in Kenosha and discussed the plans to launch a university-wide survey by the provost. We addressed how this would impact the Diversity Committee’s plans to launch the survey and the lack of clarity in the timeline and/or focus of the university survey. The dean suggested piloting our survey in order to ensure that we would “get good data” through our

efforts. Charles Dukes, Maria Vasquez and Ayse Torres will work on identifying the steps to launch and implement the pilot. The dean has also agreed to participate in the analysis of data to establish reliability. The dean also suggested conducting focus group interviews with smaller groups of faculty and students, a suggestion that will be taken under consideration in the committee's planning.

4. The dean was supportive of the ideas of the panel discussions, book/research clubs and guest speakers. He noted that he would work with Rick Laliberte to identify a budget that could support an honorarium. He identified Yolanda Sealey-Ruiz as a potential guest speaker.
5. The committee requested the transcript/ recording of the listening session and Dean Silverman noted that he would ask Suzanne Nichols to locate that for us.
6. The committee also welcomed Yolanda Lozano as a student representative to the committee.
7. The committee agreed that Charles Dukes would represent the committee and provide an update to the FA of the Diversity Committee's activities for the year. Committee members were encouraged to be present at the FA to provide additional information, where needed.
8. The meeting was adjourned at approximately 12 noon.