

College of Education, Diversity Committee
September 25th, 2020

Minutes

Present: Dilys Schoorman, Maria Vasquez, Charles Dukes, Angela Rhone, Carol Tessel, Susanne Lapp, Joseph Waters, Yolanda Lozano, Ayse Torres (recorder)

*Meeting held remotely via ZOOM.

Meeting commenced at 10:35am

- Approval of the past minutes.
- Yolanda - provided updates on the research symposium plans, ideas.
- Discussion at the Faculty Assembly
 - o Committee noted the importance of college-wide efforts on diversity (e.g. through FA)
 - o Dr. Schoorman shared the following summary of **students'** comments at the COE listening session presented at the faculty assembly:
 - **Representation** was a significant issue. "All I see is a 'sea of White' in my program."
 - Any 'statements' we make must be followed up by action. A plan for diversity needs to go across all departments. There needs to be unified action.
 - What are the SJ-related **professional development** that all faculty are required to take? An emphasis on the need for PD around equity and implicit bias for **ALL**.
 - How are we centering the conversation about racial justice? "Is it about Whiteness?" "We need to accept that everyone has a bit of racism."
 - Students of color need opportunities to build camaraderie among themselves
 - Students of color are afraid to express their perspectives; they don't want their grades affected.
- Survey updates - Drs. Schoorman & Dukes shared the subcommittee decisions:
 - o Pilot: Subcommittee is working on getting ready to send the pilot survey.
 - o Target audience: Senior students and Graduates of 2020 (Undergraduate Masters, PhD)
 - o All data will come into IEA. The committee will request SPSS and excel files with the data. Committee will ensure that confidentiality will be kept.
 - o No objections or further discussions recorded.
- Website updates.
 - o Action item: Committee decided to merge the resources & links pages.
 - o Discussion: To send an email to the College of Education faculty once a year, to showcase their work related to diversity on the website.
 - A full APA reference (no file attached) will be requested.
 - Dr. Schoorman will craft the email and will share with the committee for approval.
 - Additional decisions on the website will be discussed at the next meeting
 - Outreach and events
 - Timeline for website updates: Once a year in October
 - Criteria: 2 most representative work
- Meeting adjourned at 11:45am