

College of Education Diversity Committee

08/27/2021

MINUTES

In attendance: Ayse Torres, Dilys Schoorman, Ira Bogotch, Iris Minor, Susanne Lapp, Charles Dukes, María Vásquez, Joe Waters, Hani Zainuddin

Welcome

Dr. Schoorman

Approval of Minutes

Motion to approve minutes from 03/26/2021 was made and approved with no objection

Selection of Committee Chair

Committee bylaws state that committee chair shall serve for two years. Election of chair is necessary for fall, 2021 through spring, 2023. It was determined that the committee would postpone election until full representation from all departments are in attendance.

Updates

- Dr. Gholdy Muhammad presentation – final confirmation of event date (scheduled for September 20, 2021) is not confirmed with the speaker. Dr. Muhammad may have a competing event. It was determined that one final outreach would be made to confirm. If she is unable to do so, the contract for the speaker will be canceled.
- COE Diversity Survey – Discussion of next steps – Material received from IEA was sent to survey subcommittee. Dr. Bogotch confirmed that the raw data reviewed was useful and actionable, but raw data needs to be compiled into a format that summarizes the results (frequency tables, etc.) which was not done by IEA. It was mentioned that our COE Dean previously indicated that a GA would be appointed to keep the qualitative data anonymous, and it was suggested that the committee could ask if that individual could also analyze the data and results. Dr. Vásquez suggested that the report that is compiled should replicate and expand on the original pilot survey analytically. The format of the analysis was discussed, with the subcommittee providing input on its structure (gender, ethnicity, etc.).

The next step will be hopefully to secure a graduate assistant with assistance from the Dean to compile the data (with direction) for the subcommittee. Dr. Vásquez may have an individual in mind, but would have to check availability. Goal would be to have some update available for the next faculty assembly meeting. Dr. Dukes brought up the issue of other identifying information is the survey results, and it was determined that John Cahill will be asked to review the material and verify other indicators which might lead

to identification be scrubbed to maintain confidentiality. Once that is verified, the qualitative data will be sent to Dr. Dukes to analyze. Goal will be for the report to be ready by faculty assembly.

- Website updates – Last action was to reorganize the subheadings on the website as well as to update the committee minutes page. The next task will be to go through each subheading and determine the appropriate data to add or delete. This update will be included as a regular item on the agenda for the subcommittee to provide updates as necessary.

Department Reports/Other items

ESE department will be selecting a new faculty member to be a representative on COE Diversity Committee.

Policy on Critical Race Theory (CRT) and the College of Education's position and practices: The committee felt it important to have Dean level support for COE faculty concerning college instruction surrounding CRT.

Question of clarification was asked: are we talking about a statement from the Dean to the COE, or are we talking about a statement from the COE to the local teaching community?

- 1) We need to know that the Dean and/or Provost is supportive of COE instruction, and guidance on proceeding would be appreciated;
- 2) We should be in support of our district colleagues, and a statement of support is warranted, but would likely need to be written by committee members and supported by faculty assembly.

The statement through that process will move the motion to the Dean. Members highlighted the urgency of administrative support/guidance on this topic as it is relevant to ongoing instruction. Should we receive support/guidance, it will enhance our role of advocacy. Dr. Schoorman will write to faculty assembly leadership team regarding the issue for the next agenda.

Next meeting dates: 09/24, 10/29 and 12/3. Goal will be that preliminary analysis from survey subcommittee will be shared at 09/24 meeting. Chair election will also be held on 09/24.

Adjourn