

Diversity, Equity, Inclusion, and Justice (DEIJ) Council for the University

MINUTES

Date OF MEETING: Oct. 12, 2022

Time: 1-2 pm

Committee Chair: Dr. Turner-White Faculty-at-large (COE), **Vice Chair,** Dr. Stevenson Faculty-at-large (COAS)

Members:

Director of Student Inclusion Initiatives - Richard Collie

PO Faculty Senate – Dr. Hugh Long

PO Staff Senate – Beth Jenkins

SGA President – Amira Wasi,

Faculty-at-large (COB) – Dr. Elmer Ragus

Staff-at-large – Assanti Miller

HR Rep-at-large – Kathryn Doaty

Library – Laken Smith

MEETING CALLED TO ORDER BY DR. TURNER-WHITE

- Approved minutes
- Reviewed old business

Dr. Turner-White provided copies of possible resources. She also provided the rationale, goal, and objectives written by other faculty and staff established to improve the campus culture and climate.

Comments from the committee discussed the following:

Will people beyond this room know what our mission is/ not another piece of paper? We need action items with a timeline to support our mission to do something to change the culture and climate.

What is it here at Athens state that will represent (what we are looking for) all diversity, inclusion, and equity? Where does Justice fall in? We are a community minded we represent many different communities.

Including transparency in our statement?

Being transparent in our effort in diversity inclusion and equity, when it comes to students' staff being open to our ideas.

Clearly define what our terms mean such as diversity, inclusion, equity, belonging, and equity-mindedness.

Adding Justice, bias, unconscious bias, microaggressions, social justice, and Civility to our definition of

Possibly using office one note: to share documents and information Dr. Ragus will create and share.

We should do a backward design to show what our mission is.

Clarify if the council is a part of the presidential council

Add support for staff, faculty, and administrator.

Civility- How to respond to microaggressions, how is that going to “professionalism”. Dr. Stevenson provided the current statement.

- Asking for the official mission statement from the president, provide a statement of support.
 - We spoke about the Athens State mission statement.
 - Mission and Vision will
- Adding definitions
- Understanding goals and mission (on the third page)

Mission

Athens State University is committed to establishing a transparent and effective university model of DEIJ in all its indicators, by this purpose the DEIJ committee will support thought. Purposeful action for the success of faculty staff students and the community for the betterment of mankind.

(Richard Collie)

- What is our mission statement
 - Breaking up what the mission statement is, use the guideline of what the mission statement is
- We the diversity community at Athens would like to welcome diversity here...
- Loaning what is in the budget for our diverse group.

Mission Statement, Goals/action items.

Next Meeting

Date | Jan. 24, 2023, at 11 a.m.