

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

MINUTES

Date OF MEETING: Feb. 21, 2023

Time: 11:00

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

NEW BUSINESS

- Statement from the President-Dr. Wehlburg has agreed to provide a statement
- Out brief from the meeting with HR on improving practices and needed changes
 - Surveys for students
 - UNV 300 assignment for completion
 - Surveys for faculty and students
 - Different dates for completion to not overwhelm expectations
 - Create a diversity council that includes the campus and community
 - Will invite different groups across campus to the next meeting to start planning for the necessary process of creating a diversity council to support efforts to enhance the climate and culture of the campus and community relations
 - Two options for diversity awareness and training on campus

- Al Sullivan is an Organization Development (OD) consultant grounded in the Applied Behavioral Sciences. He's also a Certified Professional Coach (CPC), Certified Diversity Professional (CDP) and Society of Human Resources Management - Senior Certified Professional (SHRM-SCP). He has over 20 years of leadership and industry experience.
- Rena Ramsey is a Managing Director, Human Capital Resources at Everett Advisory Partners based in Dallas, Texas. HR Professional experienced in management, diversity, equity and inclusion, affirmative action, and employee relations
- Reviewed suggestions for the mission statement, rationale, objectives
 - Voted and approved the mission statement
 - Reviewed rationale and will vote for the final version of objectives, goals, and definition of important terms at the next meeting. Will revise using Onenote

Next Meeting

Date | March 15, 2023 at 11 a.m.