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College of Arts & Letters College Inclusive Practices Committee (CIPC)

Minutes

Tuesday, September 22, 2020

3:30 pm – 5:00 pm

Zoom

Attendance: Jyotsna Singh, Jennifer Tetreau, Katie McEwen, Everardo Cuevas, Bump Halbritter, Amy DeRogatis, Krsna Santos, Alison Dobbins (as FEA and for Laura Scales), Ellen Moll (on behalf of IAH and for Piril Atabay), Kate Sonka, Lisa Schwartzman, Sonja Fritzsche and Leann Dalimonte.

Meeting started at 3:34pm

1. Approval of agenda and minutes from April 2020 – Alison motioned for the agenda, Bump seconded, agenda approved unanimously. Alison motioned, Jyotsna seconded, minutes approved with correction of a typo in the attendance line.
2. Introductions and checking in
 - Welcome to our new and returning representatives!
3. Remarks by Associate Dean Sonja Fritzsche (Engaged Pedagogy grants; Inclusive Pedagogy Initiative)
 - CIEG Grant writing and work that collaborated with CIPC last year
 - Connecting committee work with Department work – many are forming DE&I committees
 - Accessibility, universal design, DE&I courses & programs
 - Remote teaching and learning tools and resources
4. Selection of interim Chair or new co-chairs
 - Laura Scales will return as chair or co-chair after leave
 - Interim chair/co-chair will be revisited
 - Will send an electronic nomination to the committee with a deadline of 9/30/2020
5. IDEA coordinator update; selection of new IDEA coordinator – monthly meetings 11:30 am – 1 pm – next meeting is October 7. See IDEA Coordinators description in handout.

- Kate Sonka shed some light on what is needed in the IDEA Coordinator role (she served last year with Tanner Schudlich)
- Bump Halbritter served as the IDEA Coordinator for 3-4 years and said it helps to be active in DE&I work in general to bring to that committee and represent the college
- Comment on the new Chief Diversity Officer that might bring new initiatives to the campus and help guide that committees work
- Ellen Moll and Kate Sonka expressed interest

6. Inclusive pedagogical practices

- formulation of inclusive pronouns document for College
 - a. Use of inclusive pronouns in the classroom
 - b. Instructor rights and how to respect students while following policy
 - c. Discussion about what units are currently doing and how to best approach pronouns in the classroom
 - i. Workshop or formal doc to help support the units
- <https://spectrumcenter.umich.edu/article/designated-pronouns>
- <https://sites.lsa.umich.edu/inclusive-teaching/2017/08/29/gender-diversity-and-pronouns/>

7. Inclusive Pedagogy Initiative (IPI)– What are best next steps – see the attachment on strategic planning ideas and next steps discussion.

- Sonja & Ellen shared some information on the IPI Group that supported committee work and created action in their units
 - Opportunities for collaboration across units
 - Offering robust inclusive pedagogy professional development opportunities for faculty
 - Collaborate with CIPC on conversations and who else can be involved in the initiative
 - Do not need to be a DEI expert to be a part of it
 - Addressing teaching online during COVID-19
- Katie McEwen expressed interest

8. Staggering faculty terms and graduate student term of service and staggering two

- Quick discussion on how it's good to have continuity
- 2 years for faculty representatives
- 2 years for support staff
- 2 years for graduate students if possible

- Substitutions or exceptions are acceptable and typical across the college committees

9. Other old and new business

- Diversity Issues we might want to address this year:
 - Creating a teaching and learning college wide equity statement
 - Union dynamics/barriers/respect/equity for support staff in the college. Looking at the CT Union roles.
 - DE&I, equity, workloads job security for NTF, especially with teaching loads (ex: 3:3) during remote teaching
 - Guidance for instructors on what to do with students who are facing tough personal/life situations
 - Help identify resources for students to succeed
 - Planning for scenario's where multiple instructors are sick during a pandemic – staffing courses, protocols, etc.
 - Supporting faculty with children at home doing e-learning
 - Balancing remote teaching & COVID-19
 - Working with CUC on this initiative (SIRS)

Meeting adjourned at 4:55pm