

College of Arts & Letters
College Inclusive Practices Committee (CIPC)
Minutes
February 23, 2021

- 1) The agenda and the minutes were approved.
- 2) Laura Scales, Dept of Theatre, has resumed her chair role of CIPC.
- 3) Overview of Department of English Equity and Justice Committee activities by guests Julian Chambliss and Lamar Johnson.
 - They were asked by the Chair [of English] to come and speak with CIPC. They have a number of charges from the Chair. They have been in place for 3 years or so and have grown.
 - There isn't a particular agenda for the committee. However, they are looking at a set of charges. They are creating a mission and vision statement for the department. Looking at a universal syllabus as well as a curriculum vision statement.
 - They're structure is around equity. Looking at ways to identify ways to separate the ways that we reward movement towards DEI. Not all carrots and not all sticks.
 - Questions:
 - Who is on the Committee? How are you looking at the employment categories through the work? Is staff included? How did you look to define the terms that the committee is using. How did you look at moving forward? How can we come together?
 - There is a group conversation among themselves until they reached a consensus on their definition of equity. This allowed everyone to develop consistent definitions of terms that are being used in their department. This committee does advise the Chair when asked. The Department of English has been making moves and changes for the department in terms of Justice and Equity. Maybe we can assist in their annual review process. This meeting has been helpful. Back in April!
- 4) Report from Associate Dean Sonja Fritzsche who is unable to attend (Council of Diversity Deans Feb 11 meeting attended the talk by Ms. Patrisse Cullors part of the Anderson/ Slavery to Freedom Series)
- 5) IDEA coordinator update (Kate and Ellen)
 - Jabbar Bennett came and gave some updates. They mentioned having something by the end of the semester for things that we are able to work towards. Looking at students input on the reporting structures left by the Nassar legacy. Kognito - Chatbox

to an AI bot that can help you to practice having difficult conversations.

- 6) Krsna Santos on suggestion to review - Dr Nicole Buchanan on concept of “epistemological exclusion” (with Dr. Kristie Dotson) Here’s a link to the work:<https://www.youtube.com/watch?v=jY0owXj2WEw&feature=youtu.be>
Working on how faculty of color deal with the trauma of being the minority in their department. She can address any questions that may come up. She would be willing to come to speak to us. Can CIPC sponsor her coming to have a workshop? Maybe she could come in the fall. Funds? Talk next meeting about what we might want her to speak about.
- 7) Reports from CIPC reps on DEI activities in the units/departments
 - Looking at potential for including Social Justice work in the annual review process.
 - Maybe looking at gathering information from the units and seeing what and how they are including this information.
 - Religious Studies - Looking at figuring out the long term Covid impact on research and on Jr Faculty
 - Staff - The re-organization and re-functioning. Make sure that everyone is looking at it from an opportunity for DEI. No one on staff submitted for Covid Relief.
- 8) Inclusive Pedagogical Initiative Update – IPI
Workshops – Committee update
 - Friday - March 26 12:30 pm – 2 pm: “What is an Equitable Classroom: Easy First Steps to a Values-driven Syllabus” – Ellen Moll, Kate Sonka, Kathryn McEwen, Rebecca Tegtmeyer, and Denise M. Acevedo.
 - Formulation of inclusive pronouns document for College –
 - Plan workshop on inclusive pronouns; Looking at pairing with the LGBT Center and working to promote
 - Look at “Teaching and Learning Equity Statement” results of survey and conversation about look of statement.
 - Workshop on inclusive teaching in virtual spaces
- 9) CIPC Charge review plan
 - Would be helpful for us to talk about this.
 - Would like to retain a list of active objectives for the meeting.
- 10) Other old and new business
 - a. Staff rep will moving on to another position; need temporary replacement.

