

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

Minutes

Tuesday, January 26, 2021

3:30 pm – 5:00 pm

Attending: Piril Ataby, Caitlin Cornell, Everardo Cuevas, Amy DeRogatis, Sonja Fritzsche, Bump Halbritter, Katie McEwen, Ellen Moll, Charles Moulding, Krsna Santos, Laura Scales, Lisa Schwartzman, Jyotsna Singh, Kate Sonka, Jennifer Tetreau
Guest: Bill Hart-Davidson

1. Approval of agenda and minutes from November 2020
 - Agenda approved
 - Minutes approved pending addition of attendance from last month
2. Remarks by Interim Chair Kate Sonka
 - Hope semester off to good start and thanks for making the time to be here
3. Graduate student diversity data and context (Bill Hart-Davidson) –
 - Referred to attachments sent prior to meeting
 - Showed comparison to census data; CAL grads about as diverse as US population 10 years ago, but not as diverse as today
 - Welcomed ideas on how we set goals about this
 - Jyotsna mentions MUSE scholars in ENG dept:
<https://muse.cal.msu.edu/>
 - Bump highlights persistence, student success, student well-being; what do we know about our students other than their diversity make up; how are they doing and how are they feeling
 - We have graduated a more diverse cohort than we have admitted; folks from underrepresented backgrounds are persisting at a rate more than those who are not. Tend to have high completion rate across our programs
 - At any moment in time we have ~200 graduate students in terminal degrees; add in master's students we're about ~300
 - Question: How do grad students connect with people in their affinity group(s) across campus? There will be some listening sessions about what remote situation has been.
 - It is important that faculty of color are recognized for providing support to students of color; should be noted in review/promotion
 - Dean will have listening sessions
 - There has been a lapse in support for queer grad community organizing and folks with disabilities.
 - There is a need to look down the road and look at barriers to inclusion as something for us to target
 - Views project of inclusion as one of transformation by asking “what kind of institution do we need to be?”
 - As we succeed in attracting more diverse students they come from further away so need to shift funds to help with moving; involved redesignating funds and also figuring out how to pay

students before they're officially employed so working to find structure to let us do those things

- It would be great to work with CIPC and CGC to discover more problems/hurdles we can solve
 - CIPC Action item: Suggestion to form a smaller CIPC working group to think on these things (one topic: graduate living space)
4. Remarks by Associate Dean Sonja Fritzsche (Updates from CODD, Report from [MSU Taskforce on Racial Equity Report](#) and President Stanley's response Jan 2021; Feb 5 11am – 12 pm CAL workshop on “Creating Community in a Virtual Classroom” with Amanda Lanier (MAFLT program – CeLTA)
- Dean Long will have listening sessions for grad students, specialists, etc. to foster cross dialogue; announcement coming soon
 - Amanda Lanier doing workshop (see above)
 - Council of Diversity Deans: met w/ Provost but hasn't yet met with Chief Diversity Officer Jabbar Bennet (April), working to create mission/vision statements to become long standing committee on campus, group is engaged and coming from all points on campus, focusing on diversity with regards to faculty recruitment, meet monthly
 - MSU task force report on racial equity came out (see above)
 - University and the police event hosted by Dept of ENG on Friday, 1/29
 - Question regarding how people feeling about the gap between what was recommended and what Stanley responded
 - CIPC action item: Does CIPC want to address a gap at the college level?
5. IDEA coordinator update (Kate and Ellen)
- Refer to series of events and information emailed prior to meeting
 - Visit from CDO Jabbar Bennett to IDEA who spoke briefly
 - One topic is there's never been an officially set relationship between IDEA and OI3, or IDEA and Bennett's office; so could have some shifts coming up
 - Spoke about Apple Developer's Academy and how it will serve communities to be equitable and serve the people it has promised to help
 - Learning a lot about the policing conversations
6. Reports from CIPC reps on DEI activities in the units/departments
- Theatre: this week having diversity and inclusion town hall for our students; focus on transformative justice lead by Amber Benton
 - Romance and Classical Studies: developed a DEI committee, having first event on Feb 5th roundtable and other activities
 - English: meetings on policing, There has been a Transformative Justice (TJ) workshop with grad students, one scheduled for faculty on Feb 19th
 - Staff rep: idea of DEI book club, accepting recommendations; working on CAL connect staff website
 - Religious Studies: in small dept so we work as a whole and don't have a separate committee, we're having meetings about coming up with communal pledge thinking about effects of COVID and pledging to think about how to continue evaluating each other for the next 5 years, not just addressing a certain type of person – everyone will have it in their file.

7. Inclusive Pedagogical Initiative Update –

- a) Workshops – Committee update from Jan 22 meeting (Kate Sonka, Ellen Moll, Katie McEwen, Rebecca Tegtmeyer, and Denise Acevedo)
 - a. March 26 12:30 pm – 2 pm: "Equity-driven course policies in a values-driven syllabus"?
- b) Plan workshop on inclusive pronouns
- c) Look at “Teaching and Learning Equity Statement” results of survey and conversation about look of statement.
- d) Workshop on inclusive teaching in virtual spaces
 - a. Looking for someone who has expertise who could offer this
 - b. If anyone knows anyone let us know
- e) Question: we need investigation of privilege. Hard to get people to sign up for things if they don't see things.

8. CAL DEI inventory at College level from fall 2020 (Sonja)

- Document was emailed out that was submitted on behalf of the College/Dean's Office for the DEI Inventory requested by the MSU DEI Taskforce in the Fall. Departments/units submitted their own information.
- Highlighted some data from the report to show upward trend in hiring BIPOC faculty
- There are a lot of initiatives and money out there but not everyone knows about it; how do we help people know to apply for things

9. CIPC Charge review plan

- Action item: Volunteers to help with the draft (Laura, Jyotsna)

Adjourned at 5 pm.

Respectfully submitted by Kate Sonka and Sonja Fritzsche