

CIPC minutes Nov. 17, 2020

- 1) Introductions
- 2) Approval of agenda and minutes
- 3) Cara Cilano – Part II of conversation around CAL student emergency funds
 - a. Spoke more about the mechanics of the student emergency fund. Christine talked about how we get the money and I'll talk about how we disperse the money.
 - b. Here's where students can access emergency fund request:
<https://cal.msu.edu/news/msu-covid-19-novel-coronavirus-information/>
 - c. The question on the application asks for what their need is. This is used to help inform potential donors as to how the money they donate might be used. This helps to raise money
 - d. We double check to make sure that receiving money wouldn't impact their financial aid, as sometimes this might mean that an award sometimes would end up having less money with some financial aid packages. We also double check to make sure they are CAL students as this is a CAL fund.
 - e. The requests goes through a faculty and academic staff committee review to give the applications due consideration and then how to best distribute it.
 - f. Some funding has gone to graduate students.
 - g. Information goes back to Christine Radtke to close the loop so that the donors know how the funds are being spent.
 - h. We haven't turned anyone down. Awards are usually a couple of hundred dollars
 - i. Please circulate this link to faculty and staff in your departments
- 4) Meeting with Jesse Beal, MSU LGBTQ+ Center
 - a. Interest in scheduling workshop on pronouns for the spring
 - b. The center is a student office and focused on student support.
 - c. More discussion surrounding issues that would pertain to a policy – there are many aspects to consider; classroom? Interactions between faculty, staff, student in different spaces,
 - d. "We call upon all who participate in university events to promote tolerance and civil behavior and to hold themselves to high standards that reflect the university's commitment to respect viewpoints that may be different from their own. Only by respecting individuals with diverse perspectives and ideas can we build an environment of civility that is conducive to advancing knowledge and transforming lives."
 - e. A statement could be tied to the faculty rights and responsibilities section of the faculty handbook in an educative way. An inclusive place for all gender identities. Civility towards other in how they wish to be addresses. We want this to be an inclusive environment. A pronoun policy is an affirmation of all gender identities. The pronoun usage is the way we are working on that. Tying to "tolerance and civility" is a good way to frame this in the faculty handbook.
- 5) IDEA Coordinator meeting –

- a. At departmental faculty meetings, they start by having everyone go around and share a class activity that enhances DEI in the classroom. A great way to integrate.
- 6) Member DEI report outs –
- a. RCS – refocusing how to evaluate work during COVID-19 to create equity; they are also talking about pronoun usage in Spanish
 - b. Dean’s Office – Last week was the 6th annual virtual Accessible Learning Conference. Averaging about 150 people per session; Had 650 people register; 30 states and 11 countries.
- 7) Hiring bias – where are people who are underrepresented.
- a. It would be interesting to look at hire date too. It could be that we’ve gotten better at recruiting for diversity at the same time that we are just not hiring as many TS positions.
 - b. Staff diversity – can this be included in the dashboard
 - c. Tenure-stream vs. contingent attrition
 - d. Make it more standard for exit interviews to happen
 - e. Fixed-term and academic specialist positions
 - f. Make-up of the faculty/grad students mentoring
 - g. Fewer staff from underrepresented groups –
 - h. It could also explain some of the difficulties women and faculty of color seem to have (as seen in the data) in progressing to full professor, right?
 - i. Might be a space where CIPC can coordinate with the Culture of Care TF on how to better support community
 - j. Central HR will also do exit interviews upon request.

Meeting ended at 5 pm.

Respectfully submitted by Sonja Fritzsche and Kate Sonka