

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

Tuesday, January 24, 2023 3:30 pm – 5:00 pm

Participants: Tania de Sostoa-McCue, Ellen Moll, Jennifer Nelson, Jaquelynn Sullivan Gould, Brad Willcuts, Laura Yares (Chair), Sonja Fritzsche (ex officio), Carly Woolwine (admin)

1. January agenda and November minutes approval - *approved*
2. Introductions
3. Remarks by Chairperson Laura Yares
 - a. *Recognition given for recent losses during Lunar New Year in California.*
 - b. *Discussion of Scope of Work Statement for CIPC_22-23*
Reading of statement and open floor for suggestions The scope should include College wide aspects. College wide DEI coordinators for example.
Add a 6th point about College level DEI procedures
 - c. *CIPC Teams Channel.* Encourage sharing of information from CIPC reps on DEI activities in the units/departments
 - d. New MSU Religious Observance Policy
 - New policy's goal is to recognize the holidays that are celebrated by many MSU members on a calendar.
 - This calendar is a resource for faculty to help with scheduling around major religious holidays so that no one is penalized or missing out on something important to them or their faith/culture
4. Remarks by Associate Dean Sonja Fritzsche
 - a. MSU Inclusive Guide
 - Informed the University Strategic Plan
 - Members encouraged to give this guide to units and those involved in DEI
 - b. Inclusive Pedagogy Fellows updates
 - The fellows give monthly presentations on their projects at the Inclusive Pedagogy Initiative meetings. Some topics have included translingual, transcultural pedagogies all based in trauma-informed pedagogy.
 - In April they will have a final session of lighting talks on their projects. They also hope to have a session at the spring Teaching and Learning Conference.
 - CIPC asked how they can be more involved in IPI. Fellows could turn in short summaries of their work so that CIPC could learn more.

- c. Engaged Pedagogy Fund updates
 - Budget Sample has been updated on the CAL website
 - Deadlines for AY 2023-24: March 3, 2023 for Units and March 13, 2023 for College
5. IDEA (Institutional Diversity: Excellence in Action) Coordinator(s) update (Ellen Moll & Caitlin Cornell)
 - a. Brief discussion about new course evaluations that replacing SIRS and what the goals are of these new evaluations
 - b. IDEA Coordinators are discussing their roles. Thursdays 12-1 there are opportunities to attend the coordinator meetings.
 - c. CDO Jabbar Bennett came to the coordinator meeting
6. CIPC Resource sharing – desire for more of an open door with CIPC/more guests
7. DEI in Annual Review & RPT
 - a. Certain units have seen pushback concerning this idea because they are worried about it being performative.
 - b. This could be seen as good because it gives people credit for what they've already been doing. Their previously invisible work can now become visible.
 - c. CIPC discussed the idea of College guidelines
 - d. Associate Dean Fritzsche can come to unit faculty meetings to discuss this type of work
8. Other Discussion Topics for future meetings
 - a. DEI in Faculty Searches
 - b. Share expanded language for DEI statement in posting
 - c. Share interview questions responding to DEI statement
 - d. DEI in Graduate Recruitment
 - e. DEI in Pedagogy & Syllabi
 - f. DEI Unit-level Committee

Next meeting: February 21, 2023, 3:30-5:00pm