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

# Minutes

**Tuesday, April 27, 2021   
3:30 pm – 5:00 pm**

Attending: Piril Atabay, Caitlin Cornell, Leann Dalimonte, Bump Halbritter, Katie McEwen, Ellen Moll, Krsna Santos, Jyotsna Singh, Laura Scales, Kate Sonka, Sonja Fritzsche, ex-officio, guests – Louanne Snider and Jennifer Nelson

1. Agenda and minutes from March 2021 approved
2. The committee congratulated Chair Laura Scales on her new position and wished her well.
3. Report from Associate Dean Sonja Fritzsche

* Thank you to Laura Scales for your valuable service to CIPC as chair
* Presentation of Provost’s memo – focus on COVID year extension for those starting AY 20-21; Diversity, Equity, and Inclusion (DEI) Efforts Related to Research/Scholarship/Creative/Performative Activities, Teaching Outreach, and Service; Core Values Related to Conduct
  + CIPC Conversation on Provost’s memo - Need to be articulated very clearly; Needs to be comprehensive and transparent; how should this be articulated in the College – CIPC can be a central place for conversations
* Jabbar Bennett’s visit to Council of Diversity Deans (CODD) – focus on recruitment and retention of BIPOC faculty;
* RVSM strategic plan just released from President Stanley

1. IDEA coordinator update (Kate and Ellen)

* Jabbar Bennett visit to IDEA coordinators
* Multicultural building is still a priority
* Working with Melissa Woo to establish a task force on pronouns – looking at ways that it appears in IT systems; process is different for students and employees
* Draft of DEI strategic plan is being circulated
* Exploring sanctuary campus without having that designation for DACA students – put these protections in place – discussion of what this means
* Facilitator training and bystander training

1. Reports from CIPC reps on DEI activities in the units/departments

* WRAC – a DEI committee is being formed
* Theatre – reviewing season get notes from Laura; reading group

1. Inclusive Pedagogical Initiative Update –

* There were over 20 people at the workshop on a values-driven syllabus with broad participation;   
  “What is an Equitable Classroom: Easy First Steps to a Values-driven Syllabus”

Friday, March 26, 12:30 - 2:00 pm

Ellen Moll, Kate Sonka, Kathryn McEwen, Rebecca Tegtmeyer, and Denise M. Acevedo.

CAL Inclusive Pedagogy Initiative/College Inclusive Practices Committee

* Ideas for next year (follow-up syllabus workshop; workshop on anti-racist pedagogical practices, student panel representing multiple points of view, epistemic exclusion presentation, panel on multilingualism, another student health and wellness for faculty panel [Jon Ritz/Jon Novello], workshop on inclusive pronouns.)
* Is there a way to better support undocumented students – is there a good idea for a workshop here? What are challenges to this experience and how are they exacerbated by the classroom? Privacy issues for undocumented students; graduate students – what are resources that MSU provides? List of resources for instructors – It is important not to publicized student home addresses whether graduate or UG students.
* CAMP program – migrant students; Military affiliated students Different types of student populations who we don’t talk about as often. Students who have been in foster families. Specific needs of other students really great.
* Looking at values - How can we be more proactive about Title IX – to be better versions of ourselves and to give us better examples of what problematic examples look like.
* Dialoguing about issues – framing does matter – options to do it right. How do we get to those who get defensive.

7) Annual review process and DEI

Dei requirement for Specialists –

* How can this be folded in to the Annual review?
* How can this be done in an equitable way for different appointment types?

8) CIPC Charge review plan -

* Equity, transparency, retention
* A sense of reframing – CIPC has changed a lot over the past couple of years and the most progressive change was when we started to focus on highlighting finding resources and being a resource. Being a connector.

9) Other old and new business

Respectfully submitted by Sonja Fritzsche