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

# Minutes

**Tuesday, March 23, 2021   
3:30 pm – 5:00 pm**

Attending: Piril Ataby, Caitlin Cornell, Everardo Cuevas, Amy DeRogatis, Sonja Fritzsche, Xia Gao, Bump Halbritter, Katie McEwen, Ellen Moll, Charles Moulding, Krsna Santos, Laura Scales, Lisa Schwartzman, Kate Sonka, Leann Dalimonte

1. Agenda and minutes from February 2021 approved
2. Remarks by Chair Laura Scales - We must look to the events in Atlanta and beyond and note the uptick in incidents. CIPC should continue to pass on information regarding APIDA events. In discussion it was suggested that a letter should be sent out to CAL parents of international students reiterating statements of support and resources. The letter should be translated into Chinese and make sure that graduates and undergraduates are addressed. How can we better support our international fixed-term faculty?
3. Report from Associate Dean Sonja Fritzsche
   * Council of Diversity Deans March 11 meeting – Terry Curry is part of a task-force has come out with a draft of a report about recruiting and retaining BIPOC faculty. It is heading to the provost this week.
     + Looking into reasons why people are leaving
     + Also, people are looking into implicit bias training.
   * NADOHE Inclusive Pedagogy presentation materials have been sent out with the agenda and materials for the meeting today
   * Arts & Humanities Extension and DEI – there are several initiatives as part of this work.
   * Learning Community Anti-Racist Strategies for Teaching, Learning, and Faculty Development – there will be a presentation on May 4th at the Teaching and Learning Conference as a report out. Peter de Costa will present on his new research project – a discursive analysis of the trolling messages that he received due to his research on linguistic racism.
   * Please note the Oi3 offerings for inclusive pedagogy on their website and also the new [Oi3 Anti-racist Path: Series for dialogue, skill-building, and action](https://inclusion.msu.edu/education/Resources.html)
   * BIPOC Faculty & Staff are being trolled

If you hear of anything, please let FEA or Jabbar Bennet know. There are a number of resources that are available for people.

1. IDEA coordinator update (Kate and Ellen)

* Updates on general programing on campus
* Oi3 updates
* Highlighting Woman's History month events
* There will new leadership for IDEA

1. Further discussion of 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>

* When she went into social sciences she did a workshops for people after  
   the fact. Talking about the video. We can we reach out to Drs. Nicole Buchanan and Kristie Dotson. We could look at establishing systems and tracking the

changes/inventory. Maybe we could partner with the DRN (Diversity Research

Network). This could be an event for the fall. Sonja offered to help work on this project over the summer. This could also pertain to graduate students. There could be a breakout session.

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

* ENG – Equity and Justice Committee - Looking at working with students and doing some research, but we are in a holding pattern.
* REL - Is putting a committee together
* RCS - Has a committee
* WRAC - Looking at starting a DEI committee
* THR - Looking at season selection and infusing it with DEI topics. The season explores topics related to gender. There is interest in an unaligned DEI committee.
* Philosophy has a Climate Committee, but it isn’t DEI specific.

1. Inclusive Pedagogical Initiative Update –

Workshops – Committee update

* **“What is an Equitable Classroom: Easy First Steps to a Values-driven Syllabus”**

**Friday, March 26, 12:30 - 2:00 pm Zoom:**<https://msu.zoom.us/j/92390498287>    Passcode: 686788

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

CAL Inclusive Pedagogy Initiative/College Inclusive Practices Committee

1. Discussion of the end of year review process as it relates to the inclusion of DEI and Social Justice work.

* THR - Already a space for it. (Peer Review)
* ENG - Looking at adding mentoring and other inclusive conversations.

They have a salary committee.

* REL - Does fit within with review process. They are tossing around the

idea of adding a specific place. (Peer Review)

* LINGLANG - Maybe there are ways to look at adding some language

going forward. Looking at being more holistic in the approach to the

Looking at being more holistic in the approach to the integration.

* + There is an RPT committee looking at the process and updating

While the work is being supported, do we want to promote this work.

* Maybe we could put this to the CAC.

1. CIPC Charge review plan - Review of everyone’s three active objectives

* DEI informed Assessment Practices,
* Resources for DEI
* Spur movement forward on working toward equity in careers for faculty and staff, teaching/curriculum, inclusive environment for faculty/staff/students, being an agent of change basically
* Identify areas of exclusion and provide demonstrative analysis to address potential changes
* Broad resourcing for departments who are seeking to address internal concerns regarding inclusivity.
* Identify ways for the College to shift culture, policy, in the College and at MSU and community, actively working to making people of color feel more welcome on campus/in the community
* Creating opportunities for collaboration and conversation across units
* Initiate and support inclusive practices within pedagogical structures of the CAL
* Expand DEI issues around specific disciplines and intellectual issues.
* Value the way that DEI is a form of expertise and encourage it to be understood this way, as opposed to an affective or emotional leaning primarily
* Continue making invisible labor visible

10. Other old and new business

Respectfully submitted Laura Scales and Sonja Fritzsche