**Minutes of the College of Inclusive Practices Committee (CIPC) for Tuesday, February 22, 2022 at 3:30 pm – 5:00 pm on Zoom**

**In attendance: Yore Kedem (chair), Caitlin Cornell, Fred Gifford, Lamar Johnson, Natasha Jones, Katie McEwen, Henry Mochida, Ellen Moll, Charles Moulding, Jennifer Nelson, Krsna Santos, Laura Yares, Sonja Fritzsche (ex-officio), Carly Kabel.**

1. Approval of February agenda and minutes from January meeting
   * Both approved
2. Remarks from CIPC Chair Yore Kedem
   * We need to remember that Black History Month, and the conviction of Ahmaud Arbery's killers' conviction on all counts in their federal hate crimes trial. This is not history, but something we continue to live every day in this country.
3. Guest – DEI Coordinator Proposal - Natasha Jones, Associate Professor, WRAC
   * There would be three DEI Coordinators who would act as liaisons each with three different departments. They would sit on CIPC as well. The goal is to reach out to people in the community who work with issues in DEI. To create a coalitional approach to DEI coordinators embedded in CAL specifically. Shared experience and expertise is valued. We all have different experiences so a coalition would bring those together and make a strong team.
   * DEI work is often extracting intellectually and emotionally and the load can be shared in the team of coordinators. Communication across departments is encouraged rather than siloing. The group can strategize goals without involving politics of the departments.
   * There is importance in support for DEI work. This is a support and accountability system. The entire team would be dedicated to this work in CAL.
   * Feedback desired about: how coordinators are working - is there overlap? Is there a need for an Associate Dean of DEI? How would they nominate or hire people? How could faculty interested in this work be protected during and after their service?

Discussion: Departments that serve lots of students might have different needs in this regard as far as how many coordinators. Can there be coordinators who represent different appointments? Could having that reinforce power structures we’re trying to flatten? How might fixed-term faculty be compensated for this work, if it isn’t in their contract? Note: if fixed-term faculty are interested in becoming a coordinator, there would be support available to ensure a stable transition to such a position as well as returning to the original existing position.

1. Remarks by Associate Dean Sonja Fritzsche
   * Note that in MSU demographic information, BIPOC percentages are for domestic only. International faculty are in another category. It has to do with the way the University collects the data.
   * A new 3-year contract program policy will be coming out for eligible fixed-term faculty and fixed-term academic staff. The initial contract will be for one year, and if the criteria are met, there will be eligible for a 3 year contract. The policy will soon be available on-line. All teaching faculty who reach 4 years, will be encouraged to go up for Designation B.
   * There is also a new College policy that establishes criteria for shifting fixed-term faculty into the continuing system. That also will be updated and available on-line. Please check the CAL Faculty and Academic Staff HR page.
   * Muslim studies conference starting this week. Feel free to share.
   * DEI RPT information is now in the faculty handbook if someone wants to reference it.
   * College has put out a call to departments and programs to submit proposals for the new Post-Doc/Post-MFA program by March 15. 2-year contracts would then be eligible to be converted to a tenure-stream position for faculty hired under this program. This program is budget pending.
   * There is an upcoming meeting to solicit feedback on new support information regarding faculty who are being trolled online and those who support them. Anyone in the college who wants to give feedback on this can come.
   * The college has a new DEI alumni advisory board. They have met now three times and have been gathering a lot of data on recruitment and retention of new students in CAL and MSU.
2. IDEA coordinator update (Ellen Moll and Caitlin Cornell)
   * Sharri Margraves spoke about employee transitions
     + In particular a new exit interview option available on the MSU HR website.
     + Sharri recommends each unit complete their own types of exit interview if they exist.
     + It’s not a particularly robust tool (the hope is to refine it over time) but its better than not conducting an exit interview.
     + If needed, HR can help pull data around your unit turnover and help with succession planning.
     + A new infusion of leaders is leading to what is hopefully a change regarding a university strategy for retention hiring and exiting.
3. Guest – DEI Communications at MSU - Henry Mochida, Diversity and Inclusion Communication Manager, MSU Institutional Diversity and Inclusion (4:00)
   * The DEI Communications role on campus has taken a more actionable role since George Floyd’s passing.
   * Bomb threats are very frequent this month at HBCUs. Most likely not coincidental as it is during Black History month. The rock at MSU also had messages painted over it about boycotting DEI training.
   * DEI communcation exists to both hold leaders accountable and also to built trust with leadership.
   * DEI Communications should be: actionable, accountable and leverageable
   * First goal is to scan the environment. Learn who your audiences are. It is important to apply sensitive listening and asking open ended questions.
   * The second goal is to build culture and authenticity. Give opportunities for feedback, set up check points. It’s also important to involve your DEI mission statement.
   * Last goal is centralizing DEI content. Highlight DEI stories, create a network of experts on a range of topics, and set up a two way amplification.
   * DEI communication should make the university better.
   * APIDA and Women’s Heritage months are coming up and recognition is important. Highlight your leaders’ voices.
4. Further review of updated revisions to Guidelines for Writing and Evaluation of Diversity Statements in CAL search process.
   * The rubric has been further reviewed.
   * Members should look it over with departments to give feedback and we will discuss the final document next month.
   * Guidance for candidates has also been revised.
5. CIPC Charge review plan – desire for more of an open door with CIPC/more guests
   * General consensus based on a few comments is that having guests has been eye opening and helpful.
6. We ran out of time and did not have department reports.

Next meeting – Tuesday, March 22, 3:30-5 pm