**Minutes of the College of Inclusive Practices Committee (CIPC) for January 25, 2022 from 3:30-5 pm on Zoom**

In attendance: Yore Kedem (chair), Caitlin Cornell, Fred Gifford, Liz Gray, Lamar Johnson, Charles Moulding, Jennifer Nelson, Krsna Santos, Johanna Schuster-Craig, Lara Shipley, Laura Yares, Sonja Fritzsche (ex-officio), Carly Kabel.

1. Approval of January agenda and minutes from November meeting
   * Agenda and minutes approved.
2. Remarks from CIPC Chair Yore Kedem
   * The rabbi recently taken hostage along with three others in a synagogue in the Dallas-Fort Worth area on January 21. The rabbi was a former resident of East Lansing and active in the Jewish community here. There will be a workshop on “Recognizing and Combatting Antisemitism” for CAL and Honors College students on Tuesday, February 15th 6-7:30pm.
3. Remarks by Associate Dean Sonja Fritzsche
   * We need to create a safe place for people and take the anti-Semitism very seriously. It has been on the rise in this country and in other countries particularly over the past ten years.
   * The College guidelines for writing and evaluation DEI statements has been revised and included to review with this meeting.
4. IDEA coordinator update (Ellen Moll and Caitlin Cornell)
   * Jabbar Bennett’s office previously called the Office of Intercultural Initiatives and Inclusion (Oi3) is now the Office of Institutional Diversity and Inclusion (IDI)
   * Sonja Fritzsche and Amy Martin gave a presentation on “Strategies for Inclusive Hiring”
   * There is a Woman of Color Community conference on February 11th.
5. Reports from CIPC reps on DEI activities in the units/departments
   * In LiLaC, the DAC has been discussing the possibility of establishing a DEI committee. Right now they are discussing what kind of committee this will be and how they can facilitate it.
   * RCS has already revamped the French program concerning DEI. Spanish is incorporating equity and diversity focused units into every level of basic language program.
   * THR has a couple faculty members attending an anti-racist workshop with Nicole Brewer. They also have a student advisory board for DEI and there has been new membership. There is ongoing collaboration with True Colors Theater for a monologue competition and they are partnering with students to prepare for the opportunity. Collaborations with Lansing/East Lansing organizations are being fostered. “Hit the Wall” is opening March 18th.
   * AAHD is workshopping how to improve DEI in department. Working together to improve DEI.
6. Inclusive Pedagogy Initiative Update [IPI] (Katie McEwen)
   * The IPI is planning a fellows program for AY 22-23 and needs to figure out how many they can have and what the timeline will be. The deadline to apply is SS22 and a call for proposals will be sent out later in the semester. Fellows will participate in monthly meetings with guest speakers on issues of pedagogy. The fellows would present projects. IPI is still working on the call, criteria and who would facilitate.
7. Preliminary discussion of new DEI requirement for annual review and promotion review starting AY 22-23 (Please review attachments from e-mail – Provost’s letter from 2021 and Council of Diversity Deans DEI evaluation rubric and materials for discussion.)
   * Each year the Provost sends out a memo on tenure-stream faculty reappointment, promotion and tenure. Provost Woodruff has reviewing and updating many policies and procedures and RPT was included in these efforts.
   * Two important additions to memo in guiding policies section the pertain to affirming and counting DEI work as well as a statement on faculty conduct.
   * CODD has developed a sample evaluation rubric for DEI work that is designed to provide educational ideas as to the many ways that DEI efforts may be undertaken in the areas of research and creative activities, teaching, and service. There is also a similar rubric for academic specialist review. This rubric is designed to provide ideas for units as they create their own rubrics for use in RPT and annual review. In CAL, units are asked to use this as a resource in this process. RPT for the year AY 22-23 will begin to integrate the new criteria as well as annual review year 2022 and going forward.
   * A faculty member in LiLaC stated their deep alarm over this kind of document being involved in evaluation yearly. It gives people the chance to perform an identity that is fabricated rather than being their true self. Performativity shouldn’t become a part of an academic process. The more you ask people to perform their identities, the more polarization happens. Feels this writing requirement shouldn’t be expected yearly.
   * Others feel the requirement is useful because it pushes people who wouldn’t normally think about DEI, to consider inclusivity and then self-educate themselves on issues.
   * Could this requirement impede on time that should be spent on teaching work? Is this being considered? The labor of DEI could be disproportionate for certain faculty – is this being counted when considering their service requirement?
   * The Associate Dean mentioned that DEI work is not intended to be additional labor, but integrated into existing efforts. For instance, is a data set fully inclusive – who is being left out? How can a lab or studio be more inclusive in its practices or the students it recruits? How can pedagogy or course content be more inclusive? The requirement provides a space for such existing efforts to be counted in ways they have not been before, such as BIPOC student mentoring, the inclusion of multiple scholarly ways of knowing. It would be important not to ask those who are already doing the work to write an additional statement in RPT when the existing statement already outlines such work. Such a statement is not foreseen for annual review other than what the unit would require as verification of the work in their process.
   * Certain faculty might feel that this is extra work when they already work on it every day, whereas others see it as a learning opportunity for others.
   * This is something that should be considered university-wide. A lot of people in CAL work on DEI issues but maybe they don’t in other colleges. Not intended to create extra work for people who already do it. Just needed for people who don’t normally think about certain issues.
   * It’s important to recognize that these statements perhaps in isolation may lend to performative acts if there is not a cultural shift, but with a culture shift and consistent emphasis on the work itself, it doesn't have to be performative. It seems pessimistic and a bit cynical to assume a majority of people will simply act performatively and those acting genuinely would see no benefit.
   * Will this work actually be valued when it only comes up into evaluation.
   * How can fixed term faculty better include DEI in their classes and syllabi when they aren’t able to create their own materials and classes?
   * How can you evaluate all DEI work when some of it isn’t physical/visible or easily evaluated in annual reviews? How can this side of someone’s work be evaluated and how you would evaluate the output? Will external reviewers be set up for success when they view this part of someone’s packet?
   * In the materials, there is sample wording that will go into external reviewer letter requests. In a similar manner there is wording that will go into offer letters that outline the new requirement. The idea is that DEI work is articulated and credited from the beginning in job descriptions, to the offer letter, to annual review, to promotion review (RPT).
   * Visibility could also make someone more vulnerable.
   * It is acknowledged that FT and TS faculty might have different expectations put on them because of the nature of their contracts.
8. Restarting Engaged Pedagogy and Programming Grants <https://cal.msu.edu/faculty/councils-and-committees/college-inclusive-practices-committee-cipc/>; see also attached cfp for revision)
   * CIPC has traditionally overseen these grants, but that was put on hold during COVID due to financial constraints.
   * There are limited funds to enable the start of these grants again for AY 22-23.
   * The committee needs to review the call, update it, and determine a new deadline for the spring that is out of sequence of the past rotation. Proposals go to Carly Kabel
   * After some discussion and a review of the grant itself, the committee agreed with the call as it is for now. It was agreed that a deadline in April would allow enough time for the committee to review proposals at their April meeting and award notices would be sent out for fall afterwards.
   * The number of awards depends on the amount of funds available, which Sonja will check on for the review meeting in April.
9. Further review of updated revisions to Guidelines for Writing and Evaluation of Diversity Statements in CAL search process.
   * Moved to next meeting
10. CIPC Charge review plan – desire for more of an open door with CIPC/more guests
    * Moved to next meeting
11. Other old and new business

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