Committee on Diversity and Equity
December 12, 2018 Meeting minutes

Members Present: Sameena Mulla (Acting Chair for this meeting), Karen Robinson, Lisa Edwards, Kali Murray, Jessica Delgado, Ashley Faytol, Corrine Conway, Janice Welburn

Ex-officio members present: Kerry Egdorf, Angie Harris, William Welburn

1. Sameena Mulla (Acting Chair for this meeting) called the meeting to order and provided an opening reflection.

2. Minutes from the November 14, 2018 meeting were discussed. Edits regarding who was present were made.
   a. Karen Robinson moved to approve the minutes; Kali Murray seconded. All were in favor and 11.14.18 minutes were approved.

3. Diversity and Inclusion Award
   a. Sameena Mulla noted that committee needed to clarify procedures regarding who is eligible for the D&I award and who can nominate.
      i. As is stated on the revised procedures, people who serve on the CDE committee cannot nominate someone for this award. Karen Robinson, Lisa Edwards and Janice Welburn all withdrew their nominations.
      ii. People who serve on the CDE committee have historically withdrawn themselves from consideration for the D&I award. Sameena Mulla, Karen Robinson and Angie Harris all withdrew their names from consideration for the award.
   b. It was noted that there is different wording on two different sets of guidelines for the award and this must be fixed.
   c. Discussion took place about the policy that CDE members could not be recipients of this award. Members acknowledged the importance of having a transparent process that is accountable to the larger university community. Members remarked that there is a potential conflict of interest if CDE selects its own members for nomination, and thus contravenes the principle that the process is as unbiased as possible. One member noted that it seems unfair that members’ work can’t be acknowledged by this award while they are serving on the committee, yet others noted this rule must be adhered to both to ensure a ‘clean process’ and to broaden the scope of faculty contributions to equity and diversity at Marquette.
   d. During the discussion, a comment was made on the current composition of the committee as predominantly women of color, and that this is problematic from the perspective of the continued burden on women of color. Some members with long-standing appointments to the committee discussed the history of the committee composition, noting that this is the most ethnically diverse it has been
in many years. Others noted that they prioritize serving on committee because of personal/professional interest, and expertise in equity and diversity-related policy and programming. The question was raised as to whether ex-officio members had to serve on the committee, thus making them ineligible for the award in perpetuity. A suggestion was made that ex-officio members could appoint a representative to take their place with approval of the Provost.

e. The issue of ex-officio members participating in the discussion of nominees was then addressed. The committee determined that since ex-officio members did not vote, it did not make sense for them to participate in discussion. The ex-officio members left the meeting before the nominations were discussed.

f. There were eight nominees who were reviewed. Five nominees were selected. These five will be notified and invited to submit their full dossiers for consideration of the award.

4. Corrinne Conway shared her experience of presenting to a subcommittee of the Board of Trustees about her experiences as a student of color on campus. She felt as though the students’ 2-minute presentations were well received by the trustees. She noted that Mary Janz (Office of Student Development) collected a summary of student recommendations, which included improving the student bias reporting system and student conduct processes to hold students accountable for perpetrating bias incidents. The students also asked the Board of Trustees to consider improving representation of ethnic diversity among faculty and staff.

5. For the Greater Good
   a. Committee members indicated their satisfaction with the announcement of the new Chief of Police for the Marquette University Police Department, Edith Hudson.

Minutes taken by Lisa M. Edwards