Committee on Diversity and Equity
May 13, 2020


The meeting began at 9:00 a.m. via Microsoft Teams.

1) Approval of April 2020 Minutes

The CDE reviewed minutes from the April meeting. Ashley Faytol moved to approve the minutes. Josh Knox seconded this motion. The motion passed unanimously.

2) Committee Membership and Leadership for the 2020-2021 Year

The committee will seek members for the following roles:

- Graduate student representative
- Undergraduate student representative
- Professional school representative
- Faculty representative from the School of Business

Kali Murray will remain in the chair role through the Fall 2020 semester. This will give the committee some continuity in light of the recent departure of CDE Chair Monica Adya, who became Dean of the School of Business at Rutgers University in Newark.
The committee offers their gratitude for the leadership and contributions of departing committee members Ashley Faytol, Mauricio Garnier Villareal, and Traci Jennings.

3) COVID19, Diversity and Inclusion

At the April meeting, the CDE agreed on two action items:

a. A short paragraph on how to access help and support, with links to university resources, should ideally be circulated as pinned guidance within D2L landing pages. The committee lauded the recently published resource guide created by the DREAMers Support Committee under the leadership of Dr. Marla Delgado-Guerrero, and intends to recommend that this resource is linked in the D2L instructional sites. The committee will work with Vice-Provosts John Su and Gary Meyer, and the CTL to make this recommendation.

b. The CDE drafted a short a guidance statement for Marquette faculty, staff, and administration regarding the ways in which members of the Marquette community have brought equity issues to our attention. The committee marked its concern that in moments of crisis, and financial strain, vulnerable community members are disparately impacted. Since the first draft was written, the committee agreed to add a few more issues that have been brought to our attention since we last met. The committee will revise the guidance letter, and move forward with circulating it with university leadership this month.

4) 2020-2021 Business of the CDE

The committee discussed action items for the 2020-2021 year. Priorities will include:

- the annual meeting with MUPD leadership (September meeting);
• the annual meeting with Provost Ah-Yun (October meeting);
• advertising for and selection of the Faculty Diversity and Inclusion Award recipient via subcommittee;
• monitoring of revisions to the consensual relations policy and the Title IX policies via appointment of ex-officio members with expertise in these areas;
• working towards a recommendation on stewardship of Title VI and VII policies;
• discussion of the results of the climate study;
• hosting a forum on diversity and inclusion with the Committee on Equity and Inclusion, and the Culture of Inclusion Stewards of the Strategic Plan;
• the annual meeting with Vice-Provost Meyer on the separation report;
• And issuing a best practice guidance for use of diversity statements in hiring.

Joshua Knox moved to adjourn. Seconded by Mauricio Garnier Villareal.

Meeting Adjourned at 10:00 am

Minutes as recorded by Sameena Mulla