Committee on Diversity and Equity  
September 11, 2019

Members Present: Monica Adya (Chair), Joshua Knox, Sameena Mulla, Karen Robinson, Kali Murray, Lisa Edwards, Traci Jennings, Ashley Faytol, Janice Welburn

1. Monica Adya (Chair) called the meeting to order at 9am.

2. Monica welcomed new member Traci Jennings and thanked Josh Knox for his service last year as Chair of CDE.

3. Minutes from May 8, 2019 were approved after one edit regarding who was in attendance.

4. Updates were shared regarding the university:
   a. The Office of the Ombuds was closed. This was only known after an email was sent to Kerry Egdorf (ex-officio member), and the automatic reply stated the office was closed. It was noted this information was not included in the President’s recent email to the campus about changes. Members shared concerns about how and why this decision was made.
   b. The LGBTQ Center is to be folded under the Center for Intercultural Engagement. Members shared concerns about this consolidation, and wondered about university’s commitment to diversity.
   c. Members discussed drafting a memo/letter expressing concerns about the lack of communication to faculty and staff about the Office of the Ombuds closing, as well the changes that have been made without apparent consultation with diversity-related committees.
      i. Monica will draft a memo including this information and will distribute to committee members for their review.

5. Student evaluation statement—Sameena shared this and it will be discussed at the next meeting.

6. Reviewed priorities for AY 2019-2020
   a. Excellence in Diversity and Inclusion Faculty Award – this year CDE will revisit process and criteria, likely through a subcommittee
      i. Reviewed addendum to eligibility criteria for award, which added that “Members of CDE are not eligible to nominate faculty members or write letters of endorsement for the award on behalf of nominees.” All voted to approve. In addition, it was decided that current members of CDE would be listed on the criteria when the call for nominations goes out to campus.
   b. Gender Equity Salary Report – Josh will forward this to everyone after the meeting.

7. Meeting was concluded at 10am.

Minutes taken by Lisa M. Edwards