

**President’s Council on Inclusive Excellence Meeting Notes**

January 21, 2022

**Members in attendance**: Andrea Arrington, Daniel Parmer, Melissa Gustafson Garrett Hurley, Stephannie Gambill, Sumalayo Jackson, Szufang Chuang, Tami Weinzapfel-Smith, Theresa Ortega , Rasheed Jones, James O'Sullivan, Lynn Foster

Provost Chris Olsen delivered the opening welcome at the first spring 2022 meeting.

Dr. Johnson discussed the Strategic Plan- Goal 1: Advance DEI and Inclusive Excellence. She shared information regarding the University Educators (UE) Diversity, Equity and Inclusion Module for students, faculty and staff, as well as professional development for members of the workforce.

The next topic included the goals and objectives of Search Committee Training at ISU. All searches should begin with a plan of action, as well as a search committee training session for all member. The plan of action should be developed by the chair of the search committee, followed by meetings with members of the team, before the review of applications and resumes’ take place.

The group also discussed plans to implement restorative justice at ISU. Several council members posed questions, and indicated they were unfamiliar with the process. Dr. Johnson stressed that a great deal of education and dialogue, across campus, would take place prior to implementing restorative justice at ISU. Two of the members shared examples regarding the location(s) on campus they believe would benefit the most. For example, the student population in the residential halls. One member explained that this process can be used when there is not a discrimination/harassment policy violation. Restorative justice has been useful in residential halls across the country.

One of the final dialogues included the Continuum on Becoming an Anti-Racist Multicultural Organization. Many of the members discussed ISU’s placement on the graph- progress that has been made, as well as areas that will continue to require specialized and intentional support for the ISU campus.

A few members indicated that ISU continues to have conversations with limited to no follow up or action. Other members stated that ISU should be realistic and focus attention on transitioning to a 4 on the continuum, with the goal of achieving the status of 6, over time.

And finally, two books were highlighted for a spring book read:

* Faculty Center for Teaching Excellence Spring Book Read, titled **Distracted: Why Students Can't Focus and What You Can Do About It** by James Lang

EDIEL Spring Book Read Suggestion: **You Are Your Best Thing** by Tarana Burke and Brene’ Brown

The meeting adjourned at 11:54 am.

**Next meeting will take place February 11, 2022 on Zoom.**