

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

Friday

April 23, 2021

10:30 am - noon

**Meeting held via Zoom**

**Members Present**: Andrea Arrington, Szufang Chuang, Stephannie Gambill, Dianne Frances Powell, Laura Froelicher, Melissa Gustafson, Rebecca Marquez, Tradara Mclaurine, Theresa Ortega, Dan Parmer, Maria Ugarte, Qihao Weng, Tami Weinzapfel-Smith, Gabrielle Yowell

1. **Opening**: The meeting of the President’s Council on Inclusive Excellence was called to order at 10:33 am April 23, by Dr. Rana Johnson.
2. **Professional Development:** Members engaged in conversations highlighting DEI initiatives at the college/department/office level over the past 4 weeks:

* DEI Achievements: Division of University Engagement- Inclusive Excellence online summit, Public Safety-Series of classes on perspectives of law enforcement, Library- DEI Goal Plan, Education- 25 Safe Zone Trainings
* DEI Challenges: Need different narratives from varied backgrounds, Biases, Faculty feel they know they, Frame DEI to showcase the benefits, Encourage top leadership to participate, Animosity and angst that someone’s feelings will be hurt
* DEI Resources: Everyday Discrimination Scale shared & discussed with members of the Council: <https://scholar.harvard.edu/davidrwilliams/node/32397>

1. **Difficult Dialogues:** Dr. Johnson introduced the topic of difficult conversations. VERY important to provide resources/contact information from experts with backgrounds to help navigate the conversations (counselors, psychologists, researchers, etc.). One member stated that when students/members of the workforce are confronted with silence- no mention of topics/violent events- silence may communicate lack of concern. Someone stated that ISU has to balance silence with difficult discussions.
2. **The meeting adjourned at 11:58 am.**

**Next Meeting: May 21, 2021**