

**Meeting Notes**

**President’s Council on Inclusive Excellence**

Friday

February 11, 2022

10:30 am - noon

Members Present: Daniel Parmer, Dianne Frances Powell, Melissa Gustafson, Amanda Hobson ,Stephannie Gambill , Sumalayo Jackson, Tami Weinzapfel-Smith, Theresa Ortega , Shaad Ahmad, Yanli Newport

Rana Johnson presided over the meeting.

1. Dr. Johnson provided an update of the ISU Strategic Plan: Focusing on our Future Together. She also shared and discussed the University Educators (UE) Diversity, Equity and Inclusion (DEI) Module and encouraged all members to complete the module, as well as encourage their colleagues to participate.

Additionally, she shared the marketing & promotion plan with the group, which includes:

* Faculty
* Staff
* Administrators

The group also discussed the importance of Resources, more specially a glossary with frequently used DEIB terminology. Dr. Johnson introduced the Harvard University Glossary, and the committee discussed the nomenclature used at ISU. Including words that may be added.

1. The remainder of the meeting included a dialogue on Faculty and Staff Morale. All members of the committee contributed to the conversation. Several stated that it was the best dialogue they have engaged in, and the authentic and personal accounts and suggestions were very useful in identifying ideas for the members of the ISU workforce.

The past 2 years, during the Covid 19 pandemic, have been stressful on colleagues attempting to navigate a work and life balance. Financially, and mentally, faculty, staff and administrators have been challenged.

Several members raised the questions: What can ISU do, in a very meaningful way, to acknowledge appreciation/support to faculty and staff that work tirelessly with our students – both during class, as well as after, including evenings and weekends? Members stated that there is no need for an extravagant gesture… the small gestures are meaningful/significant!

Suggestions: Pizza, chips, pasta, avocado toast, tea, soft drinks? Perhaps a recognition ceremony in each college/department with senior leadership offering words of encouragement and support?

Two members identified hand written notes that were written by administrators, faculty, and students after they spoke in classrooms and departments. All agreed that it was a thoughtful gesture.

1. Events for the March 2022 celebrations/recognitions were introduced:

Women’s History Month

Disability Awareness Month

**Upcoming:**

April 2022 Sexual Assault Awareness Month

1. No new business was presented to the group.

The meeting ended at approximately 12:15 pm.