

**President’s Council on Inclusive Excellence**

**Meeting Notes**

September 16, 2022

10:30 am - Noon

**Members present:** Shaad Ahmad, Andrea Arrington, Stephannie Gambill, Sumalayo Jackson, Caroline Kinderthain, Theresa Ortega, Dianne Frances Powell, Tami Weinzapfel-Smith

**Dr. Rana Johnson presided over the meeting.**

1. Welcome and Introductions: Provost Dr. Chris Olsen opened the meeting with a welcome and introductory remarks. He thanked the members for their commitment and time, as well as their focus on diversity, equity, inclusion, and belonging (DEIB) campus wide. He also highlighted the importance of the Strategic Plan, as well as the Affirmative Action Report, that will be presented in December to the Board of Trustees. In addition to the campus climate survey that will be administered in the spring 2023. He reiterated his appreciation of the committee, especially considering that strategic perspectives of those that engage in this work often leaves them feeling overwhelmed.

Dr. Johnson greeted the Council members and asked each to introduce themselves.

1. Council members discussed terminology and nomenclature that may be shared with the larger campus community. A Glossary of Terms may be posted and linked to several sites, including but not limited to: The Office of Equity, Diversity, and Inclusion, Academic Affairs, Student Affairs, Residential Life, etc.

University wide, committee members believe there are a few words that should be discussed further: Best Practices for “abled and differently abled,” Alliance for disability awareness and person-first language. A suggestion was made to extend an invitation to the ADA Student Group to hear first-hand from those in the ISU community. Also, LatinX, Inclusive and Non-Inclusive communities. Another member suggested having a Town Hall to discuss: Terminology, Pronouns, Advocates and Neurodiversity.

1. The Council also discussed Diversity, Equity, Inclusion, and Belonging (DEIB) at ISU, and addressed the majority of the questions below:
   1. Does the campus community know the difference between DEIB?
   2. Changing Demographics- How do they impact services or programs?
   3. In your opinion, who are the DEIB points of contact? Each department should have a

liaison with contact information listed for each.

* 1. How has Diversity, Equity, Inclusion and Belonging been demonstrated at ISU?
  2. Can practices, traditions, or cultures be perceived as biased or unwelcoming?
  3. What are the potential points of contention/resistance related to DEIB?

Council members believe each unit should have a DEIB liaison, and identified on the ISU website. One member stated that it is sometimes difficult for individuals to accept equity, diversity, inclusion and belonging. Several communicated the importance of adding the B- Belonging- to the conversation and focus areas.

1. Several members discussed the implementation of the Creating Diverse, Equitable, Inclusive, Belonging Space in Classrooms/Learning Communities that will take place fall 2022- spring 2023 in each college.
2. Faculty Center for Teaching Excellence Spring Book Read: From Disability to Diversity
3. New Business- A member of a caucus discussed the question of trans care, and whether there are resources at ISU. Mr. Joey Newport, Benefits Administrator, was identified as a resource to respond to the question.

Another topic to place on the agenda for discussion is Yik Yak- this site has become problematic for students: bullying, false information, intimidation, threats, etc.

One member stated: Overall, more education is needed for our students- speaking out individually and collectively for diverse and underserved populations, persons with disabilities, women, LGBTQIAP+, etc.

ISU does not intend to interrupt First Amendment Rights & Free Speech.

1. Adjourn- The meeting ended at 11:58 am

**The next meeting will take place October 21, 2022.**