# President’s Commission on Diversity and Inclusion

# Meeting Minutes

Friday, January 27, 2017

2:30 – 4:00 p.m. Conemaugh Room, HUB

Present:

Yaw Asamoah, Co-Chair

Kate Linder, Co-Chair

Asmaa Alshehri

Charlotte Bellas

Allison Baker

Daniel Burkett

Callie Campbell

Jevon Graham-Wooten

Shirley Johnson

Megan Knoch

Debra Valentine-Gray

Kustim (Tim) Wibowo

Excused: Shelly Bouchat

Andrea Campbell

Demond Mullins

Absent: Melvin Jenkins

1. Approval of December 5, 2016 Minutes

The December 5, 2016 meeting minutes were approved by a unanimous vote.

1. Commission Update
2. Sub-committee co-chairs and other members were announced.
3. The Co-Chairs announced that a call for volunteers from the campus community had been made. As part of this call, the title for sub-committee #6, “Enhancing and Supporting Professional Development and Diversity Training for Faculty and Staff”was changed to “Enhancing and Supporting Professional Development for Faculty and Staff, and Promoting Diversity Awareness” following a recommendation by President Driscoll. This revised title enables the sub-committee to be more inclusive with an additional focus on students if desired.
4. As of noon January 27, 2017, 76 faculty and/or staff members had volunteered to serve on sub-committees.
5. The Commission has contacted individuals and groups for outreach to our student population, in hopes of increasing student involvement.
6. Anticipated Next Steps
7. At the February 7th Commission Meeting, sub-committee co-chairs and members will elect committee members based on volunteer lists. Sub-committee co-chairs were reminded to facilitate the widest representation of different demographic groups as they develop their member lists.
8. Sub-committee members were asked to draft the charge and focus for their committee and be ready to present the draft at the next Commission meeting. Changes to the overall direction and goals can be made at the first sub-committee meetings pending overall Commission approval.
9. Sub-committee members were reminded of their overall goal: to make recommendations for change to President Driscoll.
10. The following framework to guide sub-committee work was recommended: first, gather as much data as possible on the area of focus, and then examine what IUP does well and what we could improve. Use the areas for improvement as a basis for developing the recommendations to the President.
11. This Commission will work to foster, on a long-term basis, positive interactions on campus. After the recommendations have been submitted, the Commission would monitor progress, or establish additional areas of importance to explore.
12. Marginalized Voices & Alliances
13. Sub-committees will need to be diligent when soliciting campus wide feedback and gathering data. In order to account for as many marginalized voices in our community as possible, having multiple venues for data collection will be essential.
14. Commission members recommended that the sub-committees use open forums, suggestion boxes, and intergroup meetings as ways to give community members a voice.
15. Resources for the Commission’s Work
16. The office of Social Equity and other sister Commissions could be strong allies and resources for sub-committee work. Meetings with sister Commissions will be scheduled in upcoming weeks.
17. The Campus Climate Study and other relevant documents will be placed on the X-Drive for sub-committee use.
18. Adjournment

Next Meeting at 1:30 p.m. Tuesday, February 7, 2017- 103 HSS

Commissioners were reminded to:

1. Discuss and define sub-committees scope of work. The topics will be discussed at the Tuesday, February 7, 2017 meeting.

Respectfully submitted, Allison Baker