GSSW Inclusive Excellence Committee

Meeting Agenda

April 23, 2019  
3:00-4:20 MST

Click this [Zoom link](https://udenver.zoom.us/j/8829011351) to join meeting

1. Welcome

## Housekeeping

1. IEC NOT reporting out to Community of the Whole (COTW) in June
   1. Will prepare a one-page slide to share with COTW
   2. Will prepare full annual report for historical record
2. New IEC members (2 staff, 2 faculty) up for vote (pending)
   1. Up for debate: does Dean handpicks members/chairs?
      1. Historically we’ve tried to put it to vote by the committee
3. Articles of Organization Revisions – up for vote by staff and faculty in May
   1. Student IEC group
      1. Monthly might be a lot; every other or quarterly more realistic
      2. Be sure that we’re accountable for following up with questions/concerns
         1. Potential for placing IEC in defensive position
   2. Term lengths/rules
      1. Currently 3 year terms for faculty and staff; students and community members serve 1 year with up to 2 additional years with committee approval
         1. Motion to change faculty/staff term to 2 years
      2. Do any other committees have a 3-year term? Check governance document
      3. Students –
         1. Foundation students: dial them in during orientation?
         2. Concentration year – dial in spring of their foundation year (or during summer for AS)
            1. Can prepare IEC during Summer
   3. Survey function
   4. Reporting out regularly to COTW/Community engagement

## Progress Reports

1. Programmatic climate and knowledge about Islam/Islamophobia (Eugene and Jaci)
   1. Went out 4/23; 124 responses already
   2. Will send follow up notices
   3. Concerns raised
      1. Definitions of micro-aggressions (Sue 2010 definitions doesn’t specify marginalized populations)
         1. Will be changing definitions to explicitly mention marginalized groups (more recent Sue definition)
         2. Important to address attitudes toward predominant culture as well as marginalized; whether this is a micro-aggression is debatable
            1. Will address this in the report
      2. Questions regarding perceptions of Muslims
         1. Does this reinforce biases? i.e. language used in the scale
         2. This series of questions skipped by survey takers that identify as Muslim
      3. Conflating knowledge of Muslim community with competence to work with this population?
         1. Survey never indicates we’re measuring competence; only attitudes
         2. Helpful to ask question several different ways
   4. Identify survey earlier next year to allow more time for review
      1. That said, bear in mind no survey will be perfect; there is give and take
      2. As long as the full survey has been reviewed by IRB, amendments are relatively quick and easy to manage
   5. We will incorporate what we learn from this survey into IEC’s goals moving forward
      1. Competency training?
      2. Will provide aggregate data by population group (staff/faculty/students…)
      3. Colorado Muslim Speakers Bureau (CMSB) interested in working with GSSW
      4. Compare to CSWE findings
   6. Students unclear as to how this data is being used; improve clarity of messaging?
2. UDL progress (Heather, Akio)
   1. Discussion tabled
3. GSSW Culture and Climate Steering Committee (Amy, Kate, Leá)
   1. Discussion tabled
4. Admissions outreach to underrepresented groups (Roberto)
   1. Recommendations:
      1. Director of enrollment should always be resource to IEC (composition data)
      2. Should be required to provide data on demand/on a regular schedule
      3. How can we spend strategically? Strategy formed by IEC
      4. Enrollment team should be on same page goal-wise – should be part of evals
      5. Should be clear how all departments interface with IEC
   2. Update on numbers/demographics **and** 2U data sharing
      1. Roberto has submitted request for their data (currently only has access to what we collect in Banner)
         1. Make due with Banner information until we have something better
      2. 2U defines/collects data differently than we do; data doesn’t align with ours
         1. Contracts are different with every unit
         2. First steps have been made toward getting a handle on this
      3. DU revisiting the data they collect
         1. Taking steps to redefine what and how they collect data (Provost involved in this request)
         2. Vice Chancellor of Enrollment on board
      4. Qualitative data
         1. Collecting stories from students
         2. Market stories from adjuncts re working with the online cohort – anecdotally we are hearing it’s a unique and fun group to work with, but not being publicized right now
   3. What does admissions need from IEC to support diversity recruitment efforts?
   4. Point made re support for students once they’ve been successfully recruited

## Next meeting: May 22, 2019, 3-4:30 MST (last meeting of the year!)