GSSW Inclusive Excellence Committee

Meeting Agenda

January 23, 2019  
3:00-4:30 MST

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

## Welcome

## Housekeeping

1. Kate and Leá met with IEC Student Representatives to address questions and concerns
   1. Discussed history of IEC, student roles, and explored their areas of interest in regards to IEC’s five focus areas
      1. Michaela Calhoun (Denver)– will be connected to Trish and Abby in Community Engagement office
      2. Jenn Rivera (Denver) – Curriculum (MSW Committee, UDL) & Systems/Policy
      3. Megan Deaver (4 Corners)—Community Engagement
      4. Kate and Lea reached out to Western Slope who will identify new reps
2. Creating portfolio site for IEC : <http://portfolio.du.edu/IEC>
   1. Work in progress
   2. Suggestion made to break out Portfolio by program (what’s going on in Glenwood, Four Corners, Different MSW@Denver communities, etc.)
   3. Need to build out “accomplishments” and “resources”
      1. Campus Climate Dashboard – add to Resources page
      2. Link to university wide resources
      3. IRISE, ODI
      4. Organization – offices versus thesis
   4. Discussion of what’s happening university wide – portal for documenting
      1. Possibilities-
         1. Present to Chancellor’s Committee/Provost Committee
         2. Create a tab for university wide events? Or another portfolio?
         3. Email Lea IE related events or situations that are happening?
   5. Make sure that someone maintains it
      1. Could Communications manage it?
      2. Does a chair have to manage it?
      3. The Resources tab will be the hardest to update
         1. Running list of happenings, related events
3. Creating IEC email account
   1. Lea has requested IEC email
4. Created Google message board for discussion between meetings
   1. Working through access issues
      1. There have been some access issues – notifications that there are postings but then can’t get in to see it
   2. Will this be a useful tool?
      1. May work for afterthoughts, conversations that don’t generate email chains
      2. Need to know when to watch it – time-bound conversations, not practical to check in constantly
      3. DU discourages use of Google products
         1. Maybe try Yammer (through office 365) – may be able to include non-DU emails
      4. Moving forward we will notify people if a discussion is necessary and give it a time frame
5. Dialing individuals into focus area projects –update
   1. See bullet “a” above

## Progress Reports

1. Universal Design (UD) progress (Heather, Akio)
   1. [*Accessing Higher Ground: Accessible Media, Web and Technology Conference*](https://accessinghigherground.org/virtual/)
      1. Conference from last fall, IEC obtained permission to purchase access to the webinars from the conference
      2. Have 30 slots to provide people access -- need to get emails of those who are interested
         1. IEC members and concentration leads will have some priority
      3. We don’t have access to browse the webinars until we submit the emails
         1. Heather reaching out: do we have to have all 30 names at once?
   2. GSSW “Zoominar” held in December
      1. Was successful, good attendance; student panel fell through
         1. Heather taking lead on revisiting panel – will connect with Anna
            1. Looking into whether students didn’t come because they were uncomfortable
            2. Should it be webinar, in person (Community of the Whole meeting?), or meet with Heather and Akio who then share their feedback broadly
      2. Follow up survey to asses UD needs/knowledge
         1. In progress, very close to being done, will include info about webinar above and the 30 slots available
         2. Survey being sent week of 1/28/19 with a 1/15/19 deadline
      3. Asked DSP about ability to convert readings to audio files
         1. Kurzweil technology (DU has purchased) can be used to create audio files
            1. Reach out to Brian Belcher at DSP ([brian.belcher@du.edu](mailto:brian.belcher@du.edu))

Megan look into tutorials for using/setting up

May not be the best option; report back

* 1. Need to develop disability goal statements for IEC areas of focus (see attached document)
  2. Other items that have come up
     1. Have heard interest around doing another UD training
        1. Survey to assess need? (addressed in zoominar follow up survey)
        2. Faculty training in May/June – workshop specific assignments
     2. PPO content integration into curriculum is being assessed:
        1. Brian Gonzales and Nicole Nicotera submitted a report to the Dean reviewing curriculum by 3 levels of PPO inclusion:
           1. 1 = PPO is mentioned
           2. 2= sophisticated analysis required
           3. 3= integrating PPO in every aspect of the course
        2. Are marginalized populations incorporated in content?
        3. Are students asked to think critically about this?
        4. Themes incorporated into every aspect of how assignments play out?
     3. Assessment of concentration courses that need to align with new EPAS
        1. Reevaluating content and competencies
        2. Have been working a lot on OLPP as a template for other concentrations, such as adding more voices and perspectives to all content

1. IEC Representation on GSSW Culture and Climate Steering Committee (Amy, Kate, Leá)
   1. Committee resulted from IEC 2017-2018 recommendation for staff and faculty professional development
      1. Based on feedback from last year (i.e. students have asked for this, staff have been trying to address through staff meetings)
   2. Goal of committee is to develop a curriculum that will help improve culture/climate
      1. Required course for everyone at GSSW (faculty, staff, adjuncts)
         1. Question about what “required” looks like
         2. Discussions ongoing about use of IEC training in staff & faculty performance evaluations
      2. Topics such as PPO, microagressions, our roles related to these issue, etc.
         1. Foundational required piece + elective modules
         2. It’s a pretty intense curriculum
      3. Dean wants to launch during Diversity Summit next month
      4. Culture and Climate task force is outcome
2. Admissions Outreach to Underrepresented groups (Roberto)
   1. Update on numbers related to IE goals
      1. Roberto shared a piece of the admissions data
         1. MSW@Denver not included –
            1. data Admissions receives from 2U is aggregate
         2. Need to dump data into Slate
      2. Need recruiting budget to make a difference (re underrepresented students)
         1. GSSW needs to connect with prospective students more broadly, become accessible, approachable
         2. Subsidize travel for prospective students
         3. Motion to prioritize this issue at our next meeting; possibly develop a subcommittee
      3. Need to re-assess how we collect admissions data
         1. category of “two or more races” – this doesn’t provide meaningful data; Roberto working to address this issue
   2. Dr. William Cloud touring Historically Black Colleges/Universities (HBCU)
      1. William helping to bring students to GSSW but so far students’ ties are directly to William (they are connected to William directly but not to GSSW per say)
3. IEC Annual Inclusivity Survey will be Assessment of GSSW Perception of Muslim Community
   1. Prior studies include: Students of Color Survey, Student Implicit Curriculum Survey, Disability Survey
   2. Eugene (ODI Fellow) is supporting a student project on Islamophobia and suggested we tie it into the work of our committee
   3. Kate, Lea, and Jaci met for initial discussion of project
   4. Jaci is seeking constructive input from IEC on the development of a survey to assess attitudes toward the Muslim community

## Guest speaker Jaci Gandenberger (Middle Eastern studies background)

1. Trying to determine what the survey should look like (will be quantitative)
   1. Potential focus
      1. Attitude focus
         1. How comfortable people would be working with these communities
      2. Knowledge focus
         1. What people know/don’t know about the Muslim community
         2. Satisfaction with current training/exposure
      3. Broaden to religious tolerance (marginalized groups) focus instead?
         1. Expanding scope of survey may be more relevant for broader use
         2. Include comparative questions (view toward dominant vs. marginalized groups)
   2. Objective: to identify where we’re at
   3. Next step: develop materials to fill gaps survey identifies
2. Megan brought up that something similar is needed in regards to the indigenous communities they work with in Durango
3. Our goal here today:
   1. Provide feedback to Jaci
   2. See if committee members would like to work with Jaci and Eugene on this project
   3. Discussion for the purpose of making connections. I.e.:
      1. Megan noted need for something similar in Durango re indigenous communities
      2. Similar need in MSW@Denver – students working with diverse populations across the US (different populations than those in Denver/Glenwood/Durango)
      3. Working with students in research sequence to meet GSSW/IEC survey/research needs
      4. IEC role – data pushes to help inform how we’ve progressed and where to go
         1. Mentality behind IEC sponsoring annual surveys
4. Ask Jaci to come back for follow up (based on the rich discussion we have had this meeting)

## **Next meeting: February 27, 2019, 3-4:30 MST**

## **Action items**

IEC Portfolio Resource

* Build out accomplishments and resources in Portfolio (Leá)
* Notify Lea about IE events or concerns to post to IEC Portfolio (all committee, ongoing)
* Create IEC email account (Leá)
* Revisit Message Board options (Leá)

**Focus Area:** all (UDL)

* Reach out to Accessing Higher Ground about email lists for access (Heather)
* Work with student (Anna Reid) on viability of student panel (Heather)
* Complete UDL training interests survey and send week of 1/17/19 (Kate and Leá)
* Look into audio formats for student readings with DSP (Megan)
* Expand disability priorities/goal statements for IEC focus areas (need to identify work group)

**Focus Area:** Culture and Climate

* Attend GSSW Culture and Climate Steering Committee (Amy, Kate, Leá)
* Assist Jaci Gandenberger (student) and Eugene with survey re attitudes toward Muslim community (will ask for volunteers at February Meeting)

**Focus Area:** Composition

* Look into recruiting budget for underrepresented groups (Roberto)
* Reassess how we collect admissions data for MSW@Denver – conversation w 2U (Roberto)
* Reconfigure composition information as percentages (Roberto)