

## President's Advisory Committee for Inclusivity

Meeting Minutes – 9/17/2018

In Attendance: Alison Eassa, Bree Bullingham, Brenelle Braganza, Catherine Cabeen, Dayne Hutchinson, Desiree Sholes, Fanny He, Kanny Rodriguez, Kathleen Castro, Lisha Bodden, Lorraine Martinez-Novoa, Melissa Weekes, Michael Salmon, Neda Hajizadeh, Romello Rodriguez, Sarah Nelson-Wright

### Agenda

1. Committee Charge
2. Introductions
3. Definitions
4. Expectations, Goals and Ideas
5. SPIN Committee Update
6. Sub-Committee Structure
7. Public Comment

### Committee Charge

- Kerry joined at the beginning of the meeting in order to give the following charge to the committee:
  - Advise and make recommendations to the President on issues of diversity and inclusion.
  - Facilitate partnership and collaboration opportunities for students, faculty and staff with diversity related leadership roles, scholarly interests and administrative responsibilities.
  - Create a forum for students, faculty and staff to raise concerns about campus inclusivity.
  - Coordinate and publicize diversity-related events and programming on campus.
- Discussed the central role diversity and inclusion play in academic excellence
- Hopes this committee can help us to acknowledge and own our privilege and the marginalization of different individuals and groups at the College

### Definitions

- Reviewed the differences between diversity, equity and inclusion.
- Our goal is to achieve diversity and inclusion but we need to take on equitable practices in order to attain these results.

### Expectations, Goals and Ideas

- Reviewed the college's inclusivity statement as a reminder of the work we are setting out to do:
  - Open and free exchange of ideas
  - Celebrating those whose perspectives and experiences may differ from our own
  - Advancing the cause of social justice
- Reviewed our enrollment and retention data from last year. Most updated information won't be available until the Census date in the upcoming weeks. This data will be provided to the committee once available.
- Major goal for this year is the creation of a Diversity and Inclusion Strategic Plan as a way to have D&I further embedded in the college

- The planning approach will be similar to college's Strategic Plan of being transparent and open to members of the entire college community
- The committee's goals for this academic year will be to identify immediate areas of improvement
- More long term initiatives will fall under the Strategic Plan
- All members of the committee were asked to write down what they envision an ideal Marymount to be with this information later collected to identify some of the common themes.

#### SPIN Committee Update

- Shared update to the SPIN Committee's tactic and goals:
  - *Identify under-resourced subpopulations within the student body (e.g., first-generation college students, students of color, international students), assess existing programs that serve the needs of these groups, and adjust resources across the College to provide these students with adequate support*
    - Committee members were provided with the assessment of existing programs completed by the SPIN Committee in Spring 2018
  - *Goal IV.2: Cultivate a more diverse and inclusive community of staff and faculty.*
  - *Develop and implement a recruitment and retention plan aimed at diversifying the College's faculty and staff, especially in terms of race, ability, and ethnicity.*
    - Committee members were updated on the ongoing process of this goal

#### Sub-Committees

- The subcommittee structures were outlined
- Members were informed that they would receive additional information about sub-committees in the follow up email.