



DEI Council Meeting
Friday, December 3rd, 2021
10:30am - 12:00pm
Topp Room

Council Members: King Xiong, Andrew Oca, Veronica Boe, John Robert Hickam, Amy Parsons, Rhonda Pate, Danielle Pelczarski, Natalie Bohrer, Josie Alexander, Siobhan Case, Kelly Flynn, Sheik Nayeem, Angel Warren, Aparna Sinha, Mira Elwell, Liam Garcia, Olivia Munoz, Francelina Neto, Andrea Schneider

Ex Officio Members: Michael Martin, Robin Bates, Vineeta Dhillon, & R. Mac Griswold

Attendance: King Xiong, Andrew Oca, Veronica Boe, Amy Parsons, Rhonda Pate, Josie Alexander, Liam Garcia, Olivia Munoz, Siobhan Case, Michael Martin, Vineeta Dhillon, R. Mac Griswold

Agenda Items:

I. Opening at 10:35am

- Open check-in around the room from members on how they're doing

II. Updates from Chair

- Campus Dialogue & Open Forum on 12/2/2021 led by cadet leaders
 - Kudos to Cadet Garcia and Munoz on their leadership and facilitation
 - Good direction of the campus to have a space for dialogue led by Cadets
 - From the dialogue, there's an interest for more dialogue spaces in the Spring semester
- Spring 2022 DEI Council Meeting days & times
 - Please look at your Outlook calendar and respond with your availability
 - There's conflicting events with Fri. January 7th, 2022 so that meeting day may be moved to accommodate
 - Overall, the DEI Council will continue with the 1st Friday of every month from 10:30am - 12pm. Location is tentatively Topp Room.
- New DEI-related positions for the campus
 - Coordinator of Belonging and Engagement
 - Job search is still open and ongoing
 - Please share with your networks
 - Title IX Coordinator
 - Interim and permanent position are planned for this upcoming Spring 2022 semester
- Day of Dialogue and Learning



- This is a faculty-led effort for campus wide participation in learning about DEI issues.
- Event is scheduled for Wed. January 19th, 2022

III. New Business/Open Discussion

- a.** Efforts to promote positivity and growth within our campus community
 - i.** There is a working document right now that shows what efforts are happening to address current campus climate issues. This document focuses primarily on campus responses to sexual assault and harassment, Title IX issues, Safe Zone training for personnel, etc.
 - ii.** Creation of an Inclusion Center
 - a.** There has been a space within the PEAC that has been identified as a location for an Inclusion Center on campus.
 - b.** The Inclusion Center would not be specific to any one group student group.
 - c.** *Important consideration:*
 - i.** The creation of an Inclusion Center must be done in a timely manner and needs to be efficient in getting feedback from stakeholders.
 - d.** The timeline for getting feedback and creating an Inclusion Center is 2 weeks and will occur before the start of Spring semester. The space will not be finished but will be there.
 - e.** The Inclusion Center would be staffed by the new Coordinator of Engagement & Belonging as well as student workers.
 - f.** Student groups, such as GSA, are interested in having a voice in what should go into the space (artwork, lounges, etc.)
 - g.** *Action Item:* Council members should think about what are key aspects of an Inclusion Center that we recommend. Please send any ideas or thoughts to King.
 - iii.** Increased communication about what DEI is doing
 - a.** Suggestion: DEI Council should consider implementing frequent updates to the campus community about ongoing efforts regarding DEI (bi-weekly emails)
 - b.** These could be quick blurbs
 - c.** Campus has traditionally stayed with email updates, but it is important we are creative with our communication to the campus community
 - d.** Suggestion: improve our functions and activity on the DEI webpage.
 - e.** Current sources of campus communication



- i. ASCMA weekly email, bulletin board on campus, Bear's Tale, DEI website, Instagram
- f. Suggestion: incorporate standing reports from Chief Diversity Officer and Strategic Plan Inclusive Excellence group for DEI Council Meetings

b. Upcoming months

- i. January – National Stalking Awareness Month
- ii. February – Black History and LGTBQIA+ History Month
- iii. Incentivizing participation
 - a. Suggestion: Is there a way we can integrate participation in DEI campus events as part of the judicial process for duty requirements? This would shift the practice to be more reformatory rather than punitive for those who need to fulfill duty requirements.
 - b. Action: Dean Griswold will discuss with Judicial Officer Scranton about this possibility.
 - c. What are past strategies for engagement?
 - i. Provide free food, have some class credit for specific events, include raffle for prizes, make it optional for extra duty
 - ii. Some programs, such as ELDP, has required attendance in the past
 - d. *Suggestion:* Instead of just having speakers, include opportunities for more club presence in the quad.
- iv. Are there any updates on the Land Blessing & Acknowledgement event?
 - a. There are current efforts to re-strategize the event with community partners from the Tribal Council to make sure that the appropriate representation is there.
 - b. No date is confirmed yet because we are waiting for approval from the Tribal Council, but the proposed date is January 27th and February 1st
 - c. Overall, there's a lot of support for this event so it will be happening. More campus updates will be provided once the date is finalized.

c. DEI Council Feedback on Uniform & Grooming Standards

- i. This is an iterative process and is still ongoing. Even if you're in other spaces that have already provided feedback, you are encouraged to still provide thoughts, comments, and feedback on behalf of DEI Council.



- ii. *Feedback:* The grooming standards currently doesn't have verbiage that considers the racial, ethnic, or cultural identities of students in the grooming standards.
- iii. If possible, it is most helpful to include specific language on the revision and focus on what the policy should say, rather than what is missing.
- iv. Policy should never intervene with cultural identity or have invasive questions for the individual.
- v. Important consideration: The current grooming and uniform standard doesn't speak to how the policy will be enforced. While this may not be on the policy, it is important that this is strongly considered.
- vi. Suggestion: Education on the importance of cultural sensitivity and inclusion will help with the enforcement of the policy.
- vii. What is the timeline for the uniform and grooming standard policy?
 - a. The timeline is aggressive as feedback from different stakeholders is currently gathered right now. The sooner feedback is shared the better.
- viii. *Action:* If any DEI Council members have feedback for this policy, please direct to King.
- ix. Primary aspects of DEI Council feedback on Uniform & Grooming Standards:
 - a. Allow for individual students to be able to demonstrate or display hair that reflects their identity
 - b. Ensure that there is education on cultural sensitivity and inclusion in the enforcement of the policy

d. MLK Holiday and Speaker [Tabled]

IV. Open Discussion

- a. Limitations in class options for Humanities requirement
 - i. Concern: There's not a lot of class options available for students in satisfying their Humanities graduation requirement.
 - ii. It's important for cadets to be well-rounded through a variety of class options regardless of your academic major, especially around humanities.
 - iii. Ideas:
 - a. Other campuses have "rotating lecturers" who may be able to fill in and provide additional class options if we are limited
 - b. Explore online classes that may be offered and taught by instructors from other universities

V. Adjournment at 11:55am