**East Stroudsburg University**

**Diversity and Inclusion Committee Minutes**

**February 5, 2020 3:00 p.m.**

1. Welcome
2. Committee Goals/Action Plan
* Committees were asked to tell Bill and Cornelia about subcommittee meeting times
* Budget requests are due February 21
1. Subcommittee Reports
	1. Campus Climate – Attendance is an issue.
		1. Focus groups
		2. Programming audit – checking for disparities
		3. Expanding and promoting Project Lemonade – first speaker on campus – 19 faculty/staff who have donated. $398 was raised.
		4. Investigating signage issue – Sandy went to admissions and signs are not there.
		5. Warrior Clothing project
	2. Diversifying Curriculum – Attendance is an issue.
		1. Laura met with a member of curriculum committee. They are going to come up with measurable outcomes that the students need and then see if there are courses that work.
		2. 2nd certificate on table for discussion – faculty. They have looked at other schools for ideas. Discussion on idea of tying certificate to promotion and tenure and how certificate needs to be incentivized.
		3. Let Laura know ideas for faculty/staff workshop.
	3. Access and Equity
		1. Work towards diversifying faculty through training program for faculty who are on hiring committees.
		2. Work toward retention of diverse faculty through mentoring program. Discussion on attending to just faculty or faculty and staff? Could they get a guideline for hiring practices?
		3. April 1st – speaker from Lehigh – hope to have D&I members be trainers by the fall.
		4. Goals of mentoring need to be established.
		5. New faculty members are now meeting with Cornelia and/or Santiago.
2. Diversity Signage – Discussion on the new sign. Committee concluded that we need to know what we are using it for beforehand and the intention behind it.
3. New Faculty/Staff Orientation – Committee members will attend orientations to give presentation
4. Training/Conference Opportunities
	1. Worktime commitment – Committee members were asked to let Cornelia know if they are not allowed to attend something
	2. REI – Cornelia is looking at a training the week of Spring Break
	3. Latinx Symposium – Committee members were asked to let Cornelia know if you want to go as a group
5. Cultural Experience Trip – Ghana Spring 2021 – Working on timeline and information sessions and fundraising opportunities
6. Challenges – Discussion on tension with staff about goal to support students of color