

**Advancing Diversity, Inclusion and Well-Being Strategic Planning Task Force**  
**July 17, 2020**  
**10:00 a.m. to 12:00 p.m.**  
**Via Zoom**

**Present:** Justine Hollingshead, Marian Fragola, Mary Haskett, Eric Hawkes, Mike Giacola,, Myron Floyd, Roy Baroff, Nashia Whittenburg, Aaron Hipp, Allen Cannedy, Mary Ann Danowitz, Betsy Lanzen, Kelly Wick, Monica Osburn, and Sheri Schwab

**Absent:** Danielle Carr, David Shafer, Mark Newmiller, Reva Dunn, Ethan Laney, Jamila Simpson, and Joel Ducoste

**Guests:** James Mulholland, Eva Feucht, Nina Simone Sharpton, and Christina Walker

1. Welcome
2. Review Open Meetings Rules, and Review Task Force Charge - This task force is an open meeting. The business of the meeting is to be conducted by task force members only. Those participating from the public may listen in on the conversations and provide feedback via the Task Force Feedback Form on this or any Task Force's website. If we have time at the end of the meeting to solicit feedback from those listening and not on the task force we will do so.
  - a. Our Charge: NC State is purposely and mindfully building a culture of community surrounding inclusion and well-being for students, faculty and staff. This includes: creating a safe environment for discussing challenging issues including cultural and political differences; addressing the increasing amount of mental health issues; meeting the challenges associated with being the best employer to work for by offering innovative benefits and opportunities for growth as well as promoting and encouraging work-life balance.
  - b. Our Charge: The task force is charged with creating a report to address themes relevant to the task force. The task force shall:
    - i. Describe the central challenges facing NC State that are key to our success in this area;
    - ii. Provide a brief overview of where we stand relative to facing those challenges, including initiatives that were started in the Pathway to the Future Strategic Plan including progress made.
    - iii. Propose and prioritize 2 to 5 themes to be addressed in the next strategic plan.
    - iv. Create initiatives or strategies that would make progress within those themes.
3. **Goal for Today's Meeting:** Review actions to date. High-level review of Draft Combined Report. Lay out next steps.
  - a. Diversity and Inclusion Current events update and review
    - i. Questions/comments from task force members

1. Is there layout guidance/details available to assist with report writing
  - a. Follow open-ended guidelines provided
  - b. Some task force reports included a table of contents
  - c. Executive Summary would be helpful/recommended so readers can digest report contents (Kelly will share layout details.
    - i. Introduction
    - ii. Approach/how input was gathered
    - iii. Vision
    - iv. Themes
    - v. Recommendations
  - d. Clearly state/prioritize main themes and strategies for carrying out those themes
  - e. Lengths and way they are written have been variable
- ii. How do we create a plan that addresses the ever evolving, long term diversity, inclusion, and well-being needs? Especially in the wake of the covid-19 pandemic and people actively advocating against racism
  1. Is there a strategic plan we want to model?
  2. Do we generate new content that addresses new social developments?
  3. Our report does not have specific implementation guidance for our campus; do we update our report to reflect the current situation?
    - a. Opportunity to go back through and reorient the document
    - b. If not specific step-by-step process, we can layout general thoughts/approaches/pathways
- iii. Timeline: DEI Overview and Action - Sheri
  1. 2015-2019 - Low climate survey participation, Student Government racial climate town halls, die-ins, OIED administration/staff changes, non-compliance spending caps, petitions, and protest/counter protests.
  2. 2020 - lack of sense of belonging and low recruitment/retention among underrepresented populations. DEI Training and support networks that support underrepresented populations needed.
  3. June 2020-November 2020 - plans to accelerate DEI initiatives; Immediate and sustained action and accountability
    - a. June 2020
      - i. OIED representative meet with black student organizations (demand #1)
      - ii. Mandatory DEI training for students, faculty and staff (demand #2)
      - iii. AACC Director interviews held 6/22-6/26 (demand #3)

- iv. AACC Enhancement Fund (demand #7)
- v. BMI Living Learning Village remains unmoved (demand #8)
- vi. Diverse Recruitment Certification training in place (partial demand #9)
- b. July 2020
  - i. UNC Board of Governors launched Racial Equity Task Force
  - ii. Charter member of SEA Change Assessment
  - iii. Review diversity GEP requirements
  - iv. DEI development goals inserted into SHRA/EHRA work plans
  - v. Deans/Unit to provide update on DEI efforts
  - vi. Begin senior leadership racial equity training
  - vii. Vetted DEI training for FSL/Student organization/advisor training (demand #5)
  - viii. Building histories project (i.e. building names/background)
  - ix. BIRT communication updates/alerts
  - x. Allyship - call to action planning
- c. August 2020
  - i. Student online modules available (8/1)
  - ii. Strategic planning report review protocol (demand # 6)
  - iii. Identify timeline to increase lighting on Brickyard and Talley (demand #10)
  - iv. Undergraduate climate survey results available
  - v. BOG Racial Equity Task force activities continue
- d. September 2020
  - i. In-person DEI module training development for students, FSL, and student orgs (demand #5)
  - ii. Day of Giving focus on student access and DEI programming support
  - iii. BOG Racial Equity Task force activities continue
  - iv. OIED mini grants; DEI Faculty Fellows Program
- e. October 2020
  - i. Early voting for presidential election (NCSU is an early voting site)
  - ii. BOG Racial Equity Task Force - report due 10/2
- f. November 2020
  - i. Presidential elections held on campus
  - ii. Fall semester ends

4. Use the executive summary portion of our report to highlight/prioritize racism and what we (NC State) will/won't tolerate as a university community. Our report should:
  - a. Contextualize problems/priorities to hold the university accountable
  - b. Answer what we are doing to solve the problems?
  - c. Do we need to specifically say/name:
    - i. Anti-racism
    - ii. Racial equity
    - iii. Wellness is adversely affected by current pandemic
  - d. Directly connect/link our work to what is happening right now
  - e. We have not discussed the challenges with wellness and face-to-face interactions during the pandemic
5. Recommendations while report writing...
  - a. Ask the other task force to re-read their reports with a diversity lens (this type of thing should be done on all levels and with all units). DIW should be in the batter, thus should be included in all parts of other strategic planning task force documents (AIW task force can break up into group to look over submitted reports)
  - b. Be evidenced based
  - c. The areas our task force are dealing with are fluid and involve our safety, in the broadest sense
  - d. Form writing group to revise contributions
    - i. Revise so document doesn't read like it is from February; Go through entire report document with a diversity lens
    - ii. Include very strong executive summary/introduction and recommendation sections
      1. Start with were we want to be in the future (recommendations) using the past as guidance rather than building on the past
      2. "We commit ourselves to"....[insert action items]
    - iii. Members: Sheri Schwab, Allen Cannedy, James Mulholland, and Roy Baroff
- b. Reviewing the [draft report](#) - Monica
  - i. The writing sub-groups will go back to their current document to look at them again for covid/racial equity lens...add recommendations prominently
    1. Executive Summary/Introduction/Editing - Sheri Schwab, Allen Cannedy, Betsy Lanzen and James Mulholland

2. Theme 1 - Justine Hollingshead
  3. Theme 2 - Eric Hawkes
  4. Theme 3 - Marian Fragola
  5. Four Principles - Aaron Hipp
  6. The Wolfpack Way - Roy Baroff
- ii. Since we are reporting on the lived experience of people, we need to agree on terminology throughout the document (i.e. retention, student success)
- c. Determine timeline and actions steps to completing and submitting a report
    - i. Writing sub-group edits due Thursday, July 23 (Monica will send email summarizing what the groups need to do)
    - ii. Have sub-group include their recommendations in their original document and once ready, upload to the consolidated document
    - iii. The “flow” of the document will be adjusted once the writing has the sub-group recommendations
  - d. Future meetings
    - i. Checking in with Marjorie about additional next steps/needs; we will report out via email once we have more information
    - ii. We will have another meeting before report submission
  - e. Adjourn