Advancing Diversity, Inclusion and Well-Being
Strategic Planning Task Force
Minutes for 4.16.2020
(via Zoom)
10 a.m. to 12 noon

Present: Roy Baroff, Marian Fragola, Mary Haskett, David Shafer, Allen Cannedy, Jamila Simpson, Joel Ducoste, Eric Hawkes, Betsy Lanzen, Mark Newmiller, Mary Ann Danowitz, Myron Floyd, Mike Giacola, Justine Hollingshead, Ethan Laney, Nashia Whittenburg, Monica Osburn, Sheri Schwab, and Danielle Carr

Absent: Aaron Hipp and Reva Dunn

1. **Welcome, Review Open Meetings Rules, and Review Task Force Charge**
   a. 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.
   b. 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.

2. **Updates from Co-Chairs meeting**
   a. Updates from the Last Co-Chairs meeting, 4.14.2020
      i. NC State continues to move forward with the development of the university's next strategic plan. Task forces are meeting virtually, with information on meetings available via the NC State university calendar as well as the task force websites.
      ii. This task force will have significant cross-over with the "Student Success" task force
   b. Reminders about Communication Agreements and Styles
      i. "Guiding Agreements"
         1. Want to hear/include all voices....
         2. Acknowledge and planning for various communication styles /preferences
         3. While staying on time, on agenda, and on topic!
         4. Will use "parking lots" to facilitate progression
         5. Know the value of elevating this work

6. Additions by the tasks force members (can be added any point)
    a. Assume good intentions [Marian]
    b. Do not worry about intentions, rather impact over intent [Roy]

3. **Desired Outcome for today**
    a. Begin to identify "overarching themes" for what the desired future state would include, grounded in the reports and research documents provided.
        i. Here is a link to the "Gallery Walk" items from our first meeting for reference

4. **Process (duration: 45 minutes)**
    a. Will use breakout rooms to have small groups (4 or so) discuss future state themes with connections (citations) to reports/documents wherever possible. Groups will capture their themes to report back to the large group. Please use a Google Doc for each group. Each group will designate someone to record "minutes"
    b. Large group report out: Task force will capture all provided and look for connecting points (facilitators: Sheri Schwab and Monica Osburn)

5. **Report outs (duration: 3-5 minutes per group)**
    a. Group #1 - Allen Cannedy, Eric Hawkes, Nashia Whittenburg, Ethan Laney
        i. Sense of Belonging/Community
            1. has to include multiple and other voices
            2. POC doesn't just mean Black people - Black Faculty Representation Working Group, how to survey other groups of faculty
            3. Latinx
            4. Native
            5. Southeast Asian
            6. PI
        ii. In old/current strategic plan, DEI focuses on individual competency; how to move towards a community of inclusion - faculty, staff, and student DEI are each important
        iii. operationally may focus on categories, but necessary at each level for building the culture we want
            1. continue to create spaces for connection
            2. Nashia: being heard the first time
                a. being in a conversation without always being the "teacher"
                b. one person shouldn't have to carry the weight of that entire identity and culture
        iv. Ethan: US Diversity and Inclusion Requirement - USC 101 met that, is that really meeting the goal of the requirement

1. Nashia: having to teach SJ as a required class is difficult because students aren't ready/open
    v. Eric: having it as a required class, students aren't really "ready" for change; can't give it to them all at once
    vi. At a University level, are we asking are people ready
    vii. Bucket: How to create a readiness for change on our campus
        1. Need to meet people where they are
        2. Start at onboarding but create a continuous curriculum
        3. Create support from leadership all the way down to managers to support it
        4. Incentives, not punishment
            a. Research
            b. National recognition
            c. Nashia: St. John's University Requirements on community service lead to habit-forming, funding for CS; You know from accepting the job or becoming a student that the mindset of being ready to change and open mind, concept, dialogue is going to be part of everyday life at school; it's the expectation
        5. Students, faculty, and staff need to understand that S/F/S come in at different levels of readiness/openness and how to we work on building that
        6. Training needs to be part of onboarding, but also to help "graduate" someone up to the next level, different courses, reading materials, etc. to continue to build
            a. working in a punitive sense
        7. some incentive to get involved
            a. why would a faculty member participate in things beyond the mandatory stuff
                i. down to department heads, managers, willingness to allow for pursuit
                ii. how to encourage; how can interdisciplinary/inclusion be useful in research, connect incentives to that research
        8. Sheri: badging at a department level, collective success
            a. Nashia: national recognition is an incentive, where are existing opportunities for recognition regarding tying in inclusion to existing research
    viii. Focus on prevention side - identify problems and find solutions, but how do we prevent problems from occurring in the first place
    ix. Wellness Strategic Plan: how to create a thriving, well community
        1. programs and services
        2. academic side

3. sense of community and belonging
4. communication and collaboration - want to do the good work, but telling the story is important

b. Group #2 - Roy Baroff, David Shafer, Justine Hollingshead, Danielle Carr
    i. Wolfpack Way - We would like to create the "Wolfpack Way," which are basic expectations, awareness, and culture for all faculty, students, and staff regardless of position (i.e. this is who we are). No agreement or knowledge base is required, only need to respect individuals as human beings
    ii. Themes - This is addressed through overarching themes including:
        1. Creating community - how to build/foster collective, interdependent success
        2. Improving climate
        3. Increasing awareness/education - incorporate mandatory onboarding/by-stander training to build a bridge between different groups to offer support
        4. Establishing a sense of belonging - connect people at a community level so inclusion is second nature versus compliance-based
        5. Connecting/expanding existing resources - put all our resources in one place so we can see a big picture of our efforts and what we are working toward (i.e. expand Pack Pride Readers Theater to include staff—will add to Slack)
    iii. Capacity and Consistency - These efforts need to be consistent and keep capacity in mind so we are not reactionary. The themes we are addressing need to become an ingrained foundation/culture at NC State University. Currently, we attempt awareness/education during the onboarding process, however, that process doesn't address how we treat each other and occurs during a ridiculously busy time when focus on diversity/inclusion is not feasible.

c. Group #3 - Marian Fragola, Mary Haskett, Myron Floyd, James Mulholland
    i. Comprehensive and holistic
        1. Integrated throughout the student experience
        2. From the moment students get to campus and beyond
        3. Inclusion and wellbeing -- in the batter of the cake and not just the icing
        4. Extends to all the Wolfpack community
    ii. Universal access to health care
        1. Economic security is a core concern and issue
        2. Has to be foundational
        3. Goal: no disparities in access to health care on campus
    iii. Newness over normalcy

1. Shift emphasis to unique values to NC State (over peer benchmarking
2. Determine how it can become a core value of the institution
3. What resources are needed to support those values
4. Develop alternative metrics to reflect this new orientation (e.g., elevate storytelling, qualitative metrics)
5. Students are good indicators of what the future of NC State looks like
6. "One University" – one place where alternative metrics might fit
7. What if we were more "accessible and inclusive" than prestigious through rankings.
8. Rankings can have pernicious and unintended consequences

iv. Reimagined community engagement
1. What does community engagement look like for the wider NC State community?
2. Inclusion and wellbeing must encompass the statewide, region, wide and international community.
3. Shift from NC State has wisdom and knowledge to people of NC have much to offer – how do we catalyze? What is our role?

v. NC State as a flag bearer
1. Emphasis inclusion and wellbeing as alternative language (or complementary) with economic development has a primary benefit to the state.
2. NC State can be an inspiration to the rest of the state to shape the future 10-20 years into the future

d. Group #4 - Joel Ducoste, Betsy Lanzen, Mark Newmiller, Mary Ann Danowitz, Mike Giacola
i. Themes
1. Information and data should be in central location so easy to access by all as it will assist with ongoing review and assessment of how we are doing with DIW as an example: (https://lite.gatech.edu/home) and we have a mechanism for ongoing feedback from all about issues we need to tackle
a. Need to track how things are going on an annual basis so that anyone can look at the data/metrics at any point of time
b. Make clear the understanding from assessment and what's included/not included in the action plan and why.
c. Recommend that accountability should be attached to various units so that folks are responsible for moving the needle

        d. Mechanism to identify, at a granular level, why people may not believe NC State is an inclusive environment that offers people an opportunity to contribute and learn.

2. We all have a role in making our community diverse and inclusive and we feel it is our duty to do so--part of our own culture
    a. We value improving quality of life of others and reward it (for example, give Excellence Awards for this type of work and initiatives)
3. Students and employees need to feel connected, that they belong, and they are not isolated
    a. Cultural humility invites us to move beyond individual's views of own competence into more dimensions and is a lifelong journey rather than a checkbox for trainings
    b. Appreciate intersectionality in the review of our systems/processes to identify key barriers to an inclusive environment.
    c. Acknowledge/celebrate the importance of differences of opinion and perspectives in the process of innovation.
    d. NCSU is a destination university and best place to learn and work
4. All members of our community are healthy and have resources to help them
    a. Have effective and inclusive mentoring at all levels
    b. Effective way to disseminate the host of resources available
5. All have financial security to thrive at NC State
    a. Students can afford to come to NC State
    b. Employees are compensated enough

6. Determine next immediate steps
    a. Each of the groups will email their report out to Sheri or Monica by Monday, April 20 to be included in the meeting minutes
    b. Sheri and Monica will meet to determine next steps and level of Slack participation needed

7. Reminder of next meeting: Thursday, April 30, scheduled from 12 noon to 4:30 p.m.

8. Adjourn