

Advancing Diversity, Inclusion and Well-Being
Strategic Planning Task Force
Minutes for 4.30.2020
(via Zoom)
1:00 p.m. to 3:30 p.m.

Present: Marian Fragola, Aaron Hipp, 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: Roy Baroff, 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. Goal for Today's Meeting: Review the potential broad themes for "who we want to be" and work towards a rough "straw dog" of broad themes to utilize for stakeholder sessions and to build towards our Task Force's outline.
 - a. Review Homework: Team Themes connected with research citations
 - b. Recall this exercise: What one thing do you want to be sure is in the next strategic plan?
3. Share the proposed consolidated "broad themes" and break out into Groups to review and discuss (1 hour 30 minutes)
 - a. Does this capture everything?
 - b. What is missing?
 - c. Identify any sub-component of as many broad themes as your group can
 - d. Review connection to research and if missing, please add it here, we will keep all general ideas proposed so that they can be presented and built upon/added to by stakeholders
4. Breakout room reports
 - a. Group #1- Eric Hawkes, Aaron Hipp, James Mulholland, Mary Haskett, Mark Newmiller (Sheri moved between groups 1 and 2)

- i. Belonging and Resiliency (G1-1,9; G2-2; G4-3)
- ii. Community of Inclusion - Wolfpack way, cultural humility, intersectionality, “part of the batter” (G1-2,3,4,5,6,7; G2-1,2,3; G3-4,5; G4-2,3)
- iii. Improvement of overall wellness (G1-8,9)
 - 1. What is missing?
 - a. What are the opportunities for the university to play a role in improving policies and environments (affordable housing in Raleigh, Wake, NC); public transit; access to care; access to parks and rec; etc.
 - b. How do we leverage the community commitment to students and faculty/staff
 - c. Food? Housing?
 - d. We are good with monetary donations, but what about products, housing, food, childcare, policy, programs, etc. In both directions? How does extension and land grant mission support this?
- iv. Universal access to healthcare (physical and mental) for all - focus on health disparity (G3-2; G4-4)
 - 1. What is missing?
 - a. Tele-health?
- v. Security - financial, food, housing, physical and mental healthcare, childcare, Interpersonal violence (G4-5)
 - 1. What is missing?
 - a. General safety
 - b. COVID-19, Pandemic. How these are emphasized in a crisis
 - c. Scholarships
 - d. Basic needs navigators
 - e. Importance of these for not just students, but faculty and staff (employment option)
- vi. Prioritizing assessment and benchmarking for DEI and wellness - not pin our prestige to just academic ranking (G3-3); Connecting point to # 7 (and 9)
 - 1. What is missing?
 - 2. Sub-components
 - a. Disciplines
 - b. Not just measure and share, but set goals for where we are headed
 - c. Work with wellness strategic plan for campus
 - d. Review connection to research and if missing, please add it
- vii. Data ease/location and access-used to increase communication, knowledge, collaboration for promoting wellness and DEI with it being research informed (SEA change) (GG2-2; G3-3; G4-1); Linking of 7 and

8. 7 feels like the creation to support 8. (7 seems university-related data on DEI/wellness. 8 is creation of new research and data beyond the benchmark - new data collection)

1. Relevant data is available, open, and can be acted on
2. Uniform benchmarking related to DEI and wellness
3. Sea Change - STEM institutions
4. <https://www.aaas.org/programs/sea-change>
5. Started in 2019 (bronze, silver, gold)
6. There are some discipline specific metrics as well
7. A source of criteria for excellence, where meeting, where not, perhaps encourage disciplines to do this as well in parallel as available
8. Because it is new (2019) should we prioritize and be an early adopter?

viii. Innovation, Entrepreneurial and Research of wellness and DEI (G4-5) - demonstrates that where true inclusion and well-being are present and practiced, there is more innovation, more entrepreneurship, more creativity and more engagement.

1. Encouraging (supporting prioritizing) research related to wellness and DEI
2. Incentivize constructs of wellness, DEI into studies, teams, dissemination, translation
3. Incentivize innovation and entrepreneurship that prioritizes or shows DEI and wellness
4. What is being done, how to promote, then how to encourage additional efforts, train future generations, etc.
5. What is missing?
 - a. Engagement (this the only place mentioned). Land grant institution. Extension. (also through #7 above)

ix. Diversity, Inclusion and Well-being as NC State's unique differentiator.

1. Perhaps #6 above goes here?
2. Is there a way to give robustness to the Wolfpack Way?
3. Benchmarking, Assessment, Differentiator, etc.
4. Batter of the cake, not the icing. So in every aspect (students, faculty, staff, alumni, collaborators, research, teaching, curriculum, etc.)
5. Perhaps #9 is the why, the overarching goal and aspiration.
6. This is the why, we want to be special, and a place people want to come. Embedded in policy, curriculum, people. -- What are the strategies for doing this?
7. 1 - 8 are the buckets. The how, the show. 1-8 is how we achieve 9.
8. Review connection to research and if missing, please add it

- x. Notes: every institution makes the claims of being unique and different. Need to be balanced in our responses here. What is unique and IDing it will be key.
- b. Group #2- ~~Rey Baroff~~, David Shafer, Justine Hollingshead (Sheri moved between groups 1 and 2)
 - i. Not enough people to type report out
- c. Group #3- ~~Nashia Whittenburg, Ethan Laney, Jamila Simpson, Allen Cannedy, Marian Fragola, Myron Floyd, Reva Dunn~~ (Monica moved between groups 3 and 4)
 - i. Need to make sure that we are creating a community of change, that language about change is part of our plan
 - ii. Assessment should be continuous (auditing), not just a one time thing
 - iii. Difference between “community of inclusion” and “unique identifier”
 - 1. Context from Nashia’s experience with St. John’s, community service became a part of the culture, it was known before becoming faculty/staff/student; not sure what the difference is but perhaps a good subtheme
 - iv. Universal healthcare (item #4)
 - 1. Began as discussion about economic and health security on campus; no Medicaid
 - 2. Probably a federal requirement, NC State can be an advocate for, working with partners (ASG, UNC system, other state education systems, lawmakers)
 - v. Context about the US Diversity requirement
 - 1. USC 101 met the requirement, is the GEP requirement meeting the goals of the requirement; notes from Nashia and Eric that teaching to students who aren’t open will be pointless (
 - 2. Teaching diversity is the one thing where you want students’ hearts in the right place; however, as an educational institution, we still need some kind of academic component
 - 3. Graduating Successful Students task force is looking at that too, what kind of person will you be once you graduate
 - vi. Part of the culture of wellness is making sure students can/will check up on each other, are looking out for each other; I have students who if they notice another student is isolating/absent, they will bring it up to me, I can reach out to the student/CARES
 - 1. I think we have a community of “togetherness” on campus (everyone loves the Wolfpack, academically we all understand the struggle), and we’ve done a good job of reducing the stigma around wellness - especially mental wellness - but we don’t have that next step of checking up on each other, “how are you doing, how can I help”

2. I had a student who told me that they chose NC State over other colleges because there is something about “the Pack” and that unity that stands out and is attractive
3. Agreed, as a University Ambassador, I say the same thing if someone asks me what my favorite part of State is. I don’t know if it’s rooted in or manifested by it, but there is something about our mascot being the Pack that speaks to feeling/culture on campus.
- vii. Most of our focus so far is directly tied to campus, how can we make sure we are focusing/working/reaching out to the off-campus community as well?
 1. Rooted in the land-grant values; community engagement not just coming down from the ivory tower and then returning
 2. We are good doers but not good promoters. We aren’t thinking about showcasing what we are doing. Having a strategy for sharing within and without the community all of the good things we are doing.
- viii. Ties into establishing the culture and having State known for that; if we want to be known for diversity/inclusion and wellness, we need to tell people about it! Maybe that ties into #9, DIW being State’s “unique identifier,” bringing in UComm, Branding
 1. Think and Do and Share!
 2. In diversity work, we are unique (diversity person in each college, integrating throughout the University not just one singular office). But if you talk to people, “who’s the NC college best working for diversity/inclusion, the answer is automatically Chapel Hill”
 3. As UA, I get that question/opinion a lot, there’s just an image/assumption that NC State is the College of Engineering and that is tied no non-diversity
 4. Tying everything back into building a known culture on campus
- ix. Similar themes:
 1. Community/Community of Inclusion
 2. Community of change
 3. Wellness
 - a. Improvement of overall wellness
 - b. Universal access to healthcare
 - c. Security
 4. Unique differentiator
 - a. part of community, but also how do we share?
 - b. Making that community known/“part of the batter”
- x. Data from all communities/identities on campus
- xi. Off-campus work; rooted in land-grant status
- xii. What national, regional, state awards/recognitions exist for benchmarks and research (also will improve buy-in from faculty)

- d. Group #4- Joel Ducoste, Betsy Lanzen, Mike Giacola (Monica moved between groups 3 and 4)
 - i. Not enough people to type report out
- 5. Identify actions and next steps
 - a. Action Items
 - i. Further simplify the 9 themes
 - 1. Who are we and what are our values/culture - “Wolfpack Way”
 - a. Resiliency
 - b. Inclusion
 - c. Belonging
 - d. Think and Do and Share
 - 2. How do we address
 - a. Safety
 - b. Wellness
 - c. Diversity
 - 3. How to we measure success
 - a. Define metrics
 - b. Community/Family
 - c. Diversity
 - ii. Get feedback/engage people we want to hear from that are not currently part of the Strategic Plan process
 - 1. Create survey/Google form – many task forces are getting additional data by sending out surveys
 - 2. Zoom focus groups or “listening groups”
 - 3. Ask open-ended questions
 - a. We will create and spend time at our next meeting going over questions designed to help task members engage stakeholders to get feedback/data
 - b. Sample survey/questions
 - 4. Include a question we want to know the answer to and add an anonymous feedback section to the task force webpage
 - b. Next Meeting: Monday May 11, 2020.

Adjourn