

Advancing Diversity, Inclusion and Well-Being
Strategic Planning Task Force
Minutes for 5.11.2020
(via Zoom)
1:30 p.m. to 3:30 p.m.

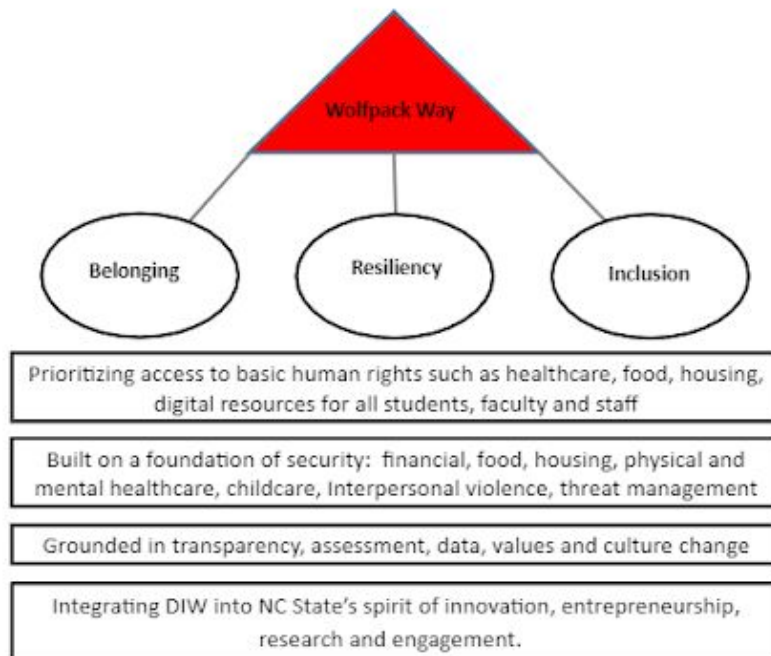
Present: Marian Fragola, Aaron Hipp, Mary Haskett, David Shafer, Allen Cannedy, Jamila Simpson, Joel Ducoste, Eric Hawkes, Betsy Lanzen, Mark Newmiller, Mary Ann Danowitz, Myron Floyd, Mike Giacola, Roy Baroff, Ethan Laney, Nashia Whittenburg, Monica Osburn, Sheri Schwab, and Danielle Carr

Absent: Justine Hollingshead and Reva Dunn

Guests: James Mulholland and Beth Wright Fath

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:
 - i. Creating a safe environment for discussing challenging issues including cultural and political differences
 - ii. Addressing the increasing amount of mental health issues
 - iii. 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: Finalize draft of [consolidated broad themes](#), finalize outline for conducting stakeholder sessions. Begin to build towards our Task Force's report outline.
3. Co-Chairs meeting update (3 minutes)
 - a. We are where would should be progress-wise compared to other task force groups; meet every 2-3 weeks
 - b. Kelly Wick created a shared Google Drive to share data; she will share existing survey data from other task forces as soon as available
 - c. We anticipate that we would have significant crossover with the following task forces:
 - i. Continuing to Advance the Brand and Reputation of NC State - Wolfpack Way/Think and Do and Share

- ii. Envisioning the Next Generation Land-Grant University - community benefit/involvement (data in co-chair Google drive)
 - iii. Graduating the Successful Student - holistic wellbeing of faculty, staff, and students (some survey/input could be relevant)
 - iv. Strengthening University-Wide Interdisciplinarity - “unsilo” university resources, support and communications (survey is not closed yet)
 - v. Re-envisioning Life-Long Education & Credentialing –part of holistic wellbeing (Kelly stated they have a survey/data that may be useful to our group)
4. Share the [updated proposed consolidated “broad themes”](#) from our 4.30.2020 meeting, get feedback from Task Force to finalize (15-20 minutes)



- a. Wolfpack Way
 - i. Clearly defining diversity in the way we want it to be defined, all races/ethnicities, socioeconomic backgrounds, abilities
 - 1. Wolfpack Way means "We all belong / We are resilient / We are diverse and inclusive"
 - ii. To further define the Wolfpack Way, draw from work done previously through "Community Compact"
- b. Broad Themes – include arrows from "belonging" and "inclusion" into Resilience?
 - i. Belonging
 - 1. Make the tone of presentation clear that NC State is known for having a culture of inclusion and wellness....make people eager to come here Resiliency
 - 2. “it’s in the batter...” mindset

- ii. Some initial conversation partners had some very strong reactions against the term "resilience" since this "bootstrap" mentality ignores systemic, institutional barriers or other deeply entrenched inequities
 - 1. Institutional responsibility falls on NC State, not just students to have a toolkit of resources
 - 2. Explain/defend use of term:
 - a. Aaron Hipp:
 - <https://twitter.com/saragoodkind/status/1260215279830872065?s=19>
 - b. Myron Floyd: "...transform the concept of resilience from an individual trait to one that describes a community — and society — that cares for everyone. Rather than hoping a child is tough enough to endure the insurmountable, we must build resilient places — healthier, safer, more nurturing and just — where all children can thrive. This is where prevention and healing begin." (I'm Sick of Asking Children to Be Resilient: <https://www.nytimes.com/2020/05/12/opinion/flint-inequality-race-coronavirus.html?referringSource=articleShare>)
- iii. Inclusion
 - 1. Include "diversity" with inclusion because in past strategic planning, it was not at the forefront and was missing (hard topic to discuss so people already do not want to talk about it/tip-toe around topic)
 - a. Diversity often defined in a way that does not include non-black people
 - b. Inclusion is often defined in a way that is more of a definition for diversity
 - 2. Stress interconnectedness within diversity and inclusion: belonging, wellbeing/wellness, resiliency/grit
 - c. How we plan to accomplish each - Update language to positive and include action words like "Foster a Sense of Belonging" and "Increase and Value Diversity", etc. (then)
 - i. Box1: Define basic human need/human rights – for NC State University
 - ii. Box2: Highlight interconnectedness/community
 - iii. Box3: emphasize grounding in research/data so we are a model for other institutions
 - iv. Box4: Include education, learning, and teaching
- 5. Review and finalize proposed [stakeholder listening group facilitation process](#) (25-30 minutes)
 - a. To be used to ground /engage people in strategic planning process
 - b. Remove definitions for resilience and belonging since agreed upon, inclusive definitions are not possible at this time

- c. Redefine/confirm definitions for diversity (can we make less legal/unapproachable?), inclusion, and wellbeing
 - i. [OIED definition for diversity](#) – the condition of having or being composed of differing elements; variety; the inclusion of people of different races, ethnicities, cultures, genders, sexual orientations, nations of origin, languages, ages or other lived experiences) in a group or organization.
- d. Define wellbeing (Monica/Eric will update)
- 6. Develop stakeholder list and schedule. (20-25 minutes)
 - a. Task force members given access to spreadsheet that tracks planned listening tours with stakeholder groups:
https://docs.google.com/spreadsheets/d/1ORuRBz9w1uu3oCd94zygif_2N2F_CcVBjz8gbJgl_9w/edit?usp=sharing
 - b. Task force members will not meet on 5/21/20, so please plan to conduct listening groups between now and 5/29/20. Be sure to list as many details on the spreadsheet as possible so we can be sure we get feedback/input from missing stakeholders
 - i. Conduct listening groups in pairs so one person can talk/facilitate, the other person can handle technology needs/take notes
 - ii. Allow to look at groups we are getting input from and when to avoid duplicating efforts
- 7. Identify actions and next steps
 - a. Action Items from this meeting
 - i. Update/share listening group PowerPoint
 - ii. Update/share theme/Wolfpack Way
 - iii. Set up/conduct listening groups with stakeholders between now and next task force meeting on 5/29 (please use [stakeholder spreadsheet](#) to track efforts). If cannot do it before our next meeting, plan to conduct one 5/29 from 12:00pm-1:15pm before our next meeting
 - b. Next Meeting: Friday, May 29, 2020
 - i. Proposed: 12 noon to 1:15 p.m. Conduct a stakeholder listening group (unless you chose to host different days/times)
 - ii. Then: Conduct Task force meeting 1:30 to 3:30 p.m.