

Advancing Diversity, Inclusion and Well-Being Strategic Planning Task Force
May 29, 2020
1:30 p.m. to 3:30 p.m.
Via Zoom

Present: Justine Hollingshead, Marian Fragola, Mary Haskett, David Shafer, Jamila Simpson, Eric Hawkes, Mark Newmiller, Myron Floyd, Roy Baroff, Nashia Whittenburg, Monica Osburn, Sheri Schwab, and Danielle Carr

Absent: Reva Dunn, Aaron Hipp, Allen Cannedy, Joel Ducoste, Betsy Lanzen, Mary Ann Danowitz, Mike Giacola, and Ethan Laney

Guests: James Mulholland

1. Welcome, Review Open Meetings Rules, and Review Task Force Charge
 - a. **Open Meeting Statement:** 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 we will do so.
 - b. **Our Scope:** 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.
 - c. **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.
2. Goals for Today's Meeting: Feedback and status of conducting stakeholder listening group sessions. Begin to build towards our Task Force's report outline.
 - a. Feedback from listening tours
 - i. What have you found or heard so far?

1. Folks feel challenged by the sprint from spring break to the end of the semester, so not much feedback available
 2. More student-focus on diversity/inclusion/well-being; remember faculty and staff since they support students
 3. Technology inequalities - computer, wifi, ability to work from home
 4. Most loved the visual...may want to survey people to find out how they really feel about it
 5. Of the feed the pack pantry recipients, 47% are staff; we are not paying them a livable wage
 6. What does accessibility mean?
 7. What does inclusion mean (i.e. diabetic students having to inject insulin in a bathroom stall, rather than giving them access to lactation rooms)?
- ii. Does this feedback change or modify our broad themes as developed so far?
 - iii. Topics that should be addressed?
 1. Address the fear of retaliation for voicing opinions
 2. Built-in accountability if people do not follow the Wolfpack Way
 3. International student implications
 4. Do we have representation of a cross-section of staff folks such as transportation, facilities, housekeeping, others?
 5. Do we need more student input?
 - iv. Do we need to continue with any groups? If so, who?
 1. Yes, but maybe create a Qualtrics survey to folks that we cannot have a listening group with...
 2. Task force members will continue conducting listening groups in an attempt to hear voices not represented on the task force committee membership
- b. **Review report outline and Establish writing teams**
- i. Proposed report writing outline - create 5 writing teams of 3-4 people; write 4-5 pages for each theme
 1. Introduction
 - a. Wellness
 - i. Not in prior plan
 - b. In the meanwhile, mental health/wellness have become more prominent in higher education
 - c. Wellness Strategic Plan
 2. Diversity/Inclusion
 - a. Not in prior plan until final 3-year implementation
 - b. UNC SO Policy and Regulation
 - ii. Theme 1: We all belong (Justine Hollingshead, Mark Newmiller)
 1. Defining the concept
 2. Grounding in current literature/research

3. Past state: What is our NC State's past/history with this construct
 4. Current state: Where are we now with creating this?
 5. Future state: Where/who/what do we want to be?
 6. Considerations of the 4 Foundational Principles within this Theme
 7. Recommendations, Priorities and Proposals, ground in research/literature
- iii. Theme 2: We are a safe, healthy and resilient University (Mary Haskett, Myron Floyd, Eric Hawkes)
 1. Defining the concept
 2. Grounding in current literature/research
 3. Past state: What is our NC State's past/history with this construct
 4. Current state: Where are we now with creating this?
 5. Future state: Where/who/what do we want to be?
 6. Recommendations, Priorities and Proposals, ground in research/literature
 - iv. Theme 3: We are diverse and inclusive (David Shafer, Marian Fragola, Jamila Simpson)
 1. Defining the concept
 2. Grounding in current literature/research
 3. Past state: What is our NC State's past/history with this construct
 4. Current state: Where are we now with creating this?
 5. Future state: Where/who/what do we want to be?
 6. Recommendations, Priorities and Proposals, ground in research/literature
 - v. The 4 Principles
 - vi. The Wolfpack Way (Roy Baroff, Nashia Whittenburg, Ethan Laney)
 1. Is this the correct structure? Title? Any rethinking?
 2. Inclusive Excellence is highly adopted by universities across the U.S.
2. Next steps and Action Items
 - a. Assign Writing Teams (see name next to themes/sections above)
 - b. Assign Due Date for Section: Thursday, June 18, 202
 3. Meeting schedule
 - a. We will have another task force meeting after all sections have been submitted
 - b. Listening groups will continue and notes will be gathered