

Advancing Diversity, Inclusion and Well-Being Strategic Planning Task Force
June 18, 2020
3:00 p.m. to 4:30 p.m.
Via Zoom

Present: Justine Hollingshead, Marian Fragola, Mary Haskett, Jamila Simpson, Myron Floyd, Roy Baroff, Nashia Whittenburg, Aaron Hipp, Allen Cannedy, Joel Ducoste, Mary Ann Danowitz, Ethan Laney, Kelly Wick, Monica Osburn, Sheri Schwab, and Danielle Carr

Absent: David Shafer, Eric Hawkes, Mark Newmiller, Reva Dunn, Betsy Lanzen, and Mike Giacola

Guests: Carli Arendt, David Elrod, Katharine Stewart, Jenny St. John, Marcia Gumpertz, Winsor Alexander, Angela Smith, and Christine Grant

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. Check in on writing assignments.
3. Additional feedback from listening tours
 - a. What have you found or heard so far?

- i. Allen Cannady - Highlights that although diversity is not specifically in most people's job description, however, it's everyone job
 - ii. Nashia Whittenburg - Her groups had an issue with the framework. Left stakeholders wondering whether to start at top or bottom and what the arrows between the themes mean. The house visual looks hierarchical. Needs data points
 - iii. Roy Baroff - His group did not fully understand how to navigate the Wolfpack Way framework. Missing built-in metrics so we know whether we are making progress/improvements
 - iv. Mary Haskett - She has not been successful in meeting with stakeholders, but feels we need to add data/resources like the recent student petitions and resolutions.
 - v. Jamila Simpson - she met recently with college diversity directors; Big issues discussed included accountability, structural inequity (i.e. who gets scholarships) and inequity in recruitment, hiring and retention. In order for NC State to truly be diverse, diversity and equal access has to occur at all levels (i.e. university, college, admissions). Live up to our responsibility as a land grant institution
 - b. Does this feedback change or modify our broad themes as developed so far?
 - i. If diversity is considered everyone's job, provide sufficient support and resources to complete tasks
 - ii. Edit visual so it is explicitly clear how to navigate
 - iii. Include research data to back up approach/suggestions
 - iv. Identify a way of measuring progress
 - v. A method of ensuring accountability for action items
 - vi. Ethan Laney - we need to get the word out to students about how to give [feedback](#) (i.e. include in Student Body President email, the [Howl](#) or send messaging via social media)
 - 1. Kelly Wick - UComm can assist with this
- 4. Review progress of writing teams (deadline extended: Friday, June 26)
 - a. Theme 1: We all belong (Justine Hollingshead, Mark Newmiller)
 - i. There are notes, but draft is still in progress
 - b. Theme 2: We are a safe, healthy and resilient University (Mary Haskett, Myron Floyd, Eric Hawkes)
 - i. A draft has been submitted; areas of interests include:
 - 1. Define resilience and basic concepts
 - 2. Grounding in current literature/research
 - 3. What is NC State's past/history and where are we presently
 - 4. Where/who/what do we want to be?
 - 5. Recommendations, Priorities and Proposals based on research/literature
 - c. Theme 3: We are diverse and inclusive (David Shafer, Marian Fragola, Jamila Simpson)

- i. There is a draft in progress
 - ii. So far, it includes definitions, but overwhelming topic to cover since it covers a broad range of topics/themes; how to put specific needs into philosophical, evidence-based language
 - iii. Examples of the range: having appropriate food options based on religious/cultural beliefs, holding people accountable, how do we deal with people that cause harm, policing in residence halls, banning hate speech/groups, waiving admissions requirements, etc.
 - d. The 4 Principles (Joel Ducoste, Aaron Hipp, and Allen Cannedy)
 - i. This group will meet tomorrow, but the Google doc is setup
 - ii. Each person has a foundation to cover, although they will working collectively/pull straws for last one (group has 3 members, but there are 4 principles)
 - e. The Wolfpack Way (Roy Baroff, Nashia Whittenburg, Ethan Laney, Mike Giancola)
5. Next steps and Action items
- a. New deadline for section draft submission: Friday, June 26
 - b. The Chancellor will meet with the charge.org petition signatories next week ([link to petition demands](#) from the students)
 - i. Chancellor will be meeting with the petition signatories next week
 - c. Questions/comments from meeting guests:
 - i. Christine Grant - there have been several of these diversity groups and reports in the past, they also gathered information from the community. Specifically the notes/report from the Diversity Task force from ten+ years ago. I was on the Faculty Excellence one and there was extensive information in our initial report on faculty diversity. I believe that some of the points are still relevant - it would also be interesting to see if the same themes/issues are still issues. I consider that important info to shape progress and issues... Fresh/current perspectives juxtaposed with past concerns could be rich.
 1. All previous task force white papers from the last round of strategic planning can be found here: <https://strategicplan.ncsu.edu/resources/creating-the-plan/task-forces/>
 2. Previous campus climate/community white paper: <https://strategicplan.ncsu.edu/resources/creating-the-plan/task-forces/campus-culture-and-community/>
 3. Previously, the task forces may have had elements of diversity in their white papers - then the university "rolled" the elements into what we ended up with in the final points. Some of the core elements were "lost in translation" to the final bullet points.

- ii. Roy Baroff and Mary Haskett agreed to comb through the listening group feedback/notes to create a document with concrete actions items suggested for the university