

Advancing Diversity, Inclusion and Well-Being
Strategic Planning Task Force
Minutes for 3.26.2020
(via Zoom)
3 p.m. to 4 p.m.

Members Present: Roy Baroff, Marian Fragola, Mary Haskett, David Shafer, Allen Cannedy, Eric Hawkes, Betsy Lanzen, Mark Newmiller, Mary Ann Danowitz, Myron Floyd, Nashia Whittenburg, Monica Osburn, Sheri Schwab, Aaron Hipp, and Danielle Carr

Members Absent: Justine Hollingshead, Jamila Simpson, Joel Ducoste, Mike Giacola, Ethan Laney, and Reva Dunn

Members of the Public (non-committee members) Present: James Mulholland, Beth Wright Fath, and Angela Smith

1. Call to order and Open Meetings rule
 - a. Open meetings law: <https://generalcounsel.ncsu.edu/legal-topics/governance/open-meetings/>
2. Review of today's Agenda
3. Recap of last meetings activities
 - a. Hopes/Dreams
 - b. Concerns/Worries
 - c. What would success look like
 - d. Activity – write response to question on an index card, "[What one thing/priority do you want to make sure makes it into the Strategic Plan?](#)"
4. Update of timeline for our task force under Coronavirus Protocols
 - a. Discuss possible next steps
 - i. Everyone adjusting to working remotely and adjusting to how to support our stakeholders during this time
 - ii. Monica will add task members to Slack. Resources and data will be added to separate chat rooms to discuss takeaways/best practices
 - iii. Unsure of whether the report deadline will be extended at this time
 - b. Recall the [Resources](#) shared in Meeting #1
 - c. The role and scope of this task force has shifted quite a bit in response to this situation. How do we care for the souls of the people?...recalibrating our work based on this.
5. Group work for today:
 - a. What are we seeing and learning now as we navigate this protocol that reflects what we want NC State to keep doing right now?
 - i. Housing, keeping availability for those without other resources. Housing's openness to flexibility, even in the adjustment period. Done

- very collaboratively, multiple reviewers. Even the Chancellor mentioned students who were "housing insecure" could remain on campus
- ii. Shifting resources really well, virtually and collaboratively (e.g. Counseling center)
 - iii. Libraries doing great with equipment, technology. DELTA/Tom Miller doing a great job for faculty to be successful with their students. Support of Faculty and Staff with digital access
 - iv. Great leadership from the top. Staff have stepped up to help Mike Giancola with Pack Essentials applications - I believe he has trained almost 10 staff to assist. General community recognizes the needs of under-resourced students, with major donations to emergency fund
 - v. In the College of Education faculty and staff are doing extra wellness checks on our students.
 - vi. Transparent communication that is in real time has been a tremendous help.
- b. What are we seeing or learning that we DO NOT want us to do, miss, or continue in the future?
- i. Equity as it relates to who does "have" to go in to work and do the work while others stay home/work from home. Bringing out some inequities in terms of who has to stay home/report to work and exposure to risk.
 - ii. Not sure about other unit Tech support groups, but we have had some serious issues with lack of support in our unit.
 - iii. Flexibility in completing degree requirements - virtual PhD Defenses
 - iv. What are we like as a COMMUNITY now? What is the value of in person versus online presence?
 1. Parks, Recreation, Tourism has been doing a lot of communication with students (ug and grad), staff, and faculty. This has all been via zoom, though, so not sure who we are missing. We are hosting office hours/town halls for undergrads, grad students, and faculty/staff each Friday afternoon (three one hour back-to-back Zooms). I think overall the communication has been excellent, but has been all email and Zoom.
 2. We should be asking students how best to communicate with them rather than assume -- how to do this?
 - v. Neurodiversity among faculty, staff and students...Definition: The variation in the human brain regarding sociability, learning, attention, mood and other mental functions in a non-pathological sense.
 - vi. Resources, rural broadband access, staff
 - vii. Work-life balance and the impact of family circumstances on work (faculty & staff) and learning (students). Some attention came to the campus' attention when the child-care center was closed last year. Going forward, how will NC State change/adapt?

- viii. Re-evaluating what we do and how we are doing it; the silver-lining is we are all having to learn this at the same time and giving grace and being more flexible!
 - ix. Attending to our degree programs that are set-up online - how can we learn how to support them once we return.
 - x. FYI- the Campus Community Centers have created virtual spaces for students to connect. Any student can join and the information is in our respective newsletters
6. Proposed next meeting
- a. Week of April 13, 2020 - Doodle Poll
 - b. April 30, 2020 - we have a big block set out now but will shorten that up
7. Adjourn