Inclusion Committee

February 4, 2016 @ 7:30am

Present:
Abraham Aiyash (JMCSS), Robert Brathwaite (Faculty), Danielle El Amin (DuBois), Elemo Fumbi (Faculty), Julia Grant (Assistant Dean), Sherman Garnett (Dean), Emelia Hammond (Staff), Jasmine Lee (Staff), Louise Jezeirski (Faculty), and Curtis Stokes (Faculty)

Next meeting: March 3, 2016 @ 5:00pm

Opening thoughts from Dean Garnett:
- This committee will start to meet and will dictate its own form and work over time to become “standing” in the eyes of JMC bylaws
- Staff representation is necessary to assist with thoughts around admissions, outreach etc.
- I am looking for “eyes and ears” regarding issues, programs, outreach, challenges, etc. within the college, particularly from students
- We have confirmed Dr. Ernest Green will serve as the 2016 commencement speaker
- Continual problem: how do we get information from students about their most pressing concerns? SIRS? How are issues in the classroom getting reported?

General discussion amongst committee:
What should the committee be empowered to do?
- The committee is designed to be advisory to the Dean
- The committee should have a sense of what’s going on (i.e. racial climate) (how they do that is TBD)
- The committee should be involved in a set of college-wide activities that will assist to ensure diverse representation and inclusion (i.e. Parade of Honors, Commencement, Fall Welcome, faculty/staff hiring, etc.)
- The committee should recommend and support the development of language for bylaws change to make the committee a standing committee
- The committee should be engaged with student senate, DuBois, Stonewall Society... as a central focused body that is consistently working to improve the climate of the college (race, gender, sexuality, etc.)
- Upon approval, the committee should support action on recommendations put forth by the JMC Racial Climate Committee and DuBois Racial Climate Committee

General ideas, points of focus, suggested directions:
- Multicultural student organization – Student driven RSO to focus on student issues of race/ethnicity/nationality, outside of the Black-White binary; representative from such organization will join Inclusion Committee
- Targeting specific scholars to visit and talk about specific and timely issues (i.e. Laquan McDonald shooting; students of color and graduate training; Flint water crisis etc.)
- We as a college need to do a better job of marketing and advertising around our current co-collaborative efforts regarding topics of race, gender, sexuality, etc.
• Dr. Brathwaite will chair a forthcoming “multicultural speakers series”

Recruitment and retention of students of color ideas:
• Engaging with pre-college pre-law programs designed for students of color
• We should increase recruitment outside of going to high schools
• The entire college has to be engaged in the conversation of diversity and inclusion in order to retain students of color

Question/Next steps:
• What is our primary vision? And how do we see ourselves enacting it?
• What are our first steps?
• How will we assist with faculty development?
• How will we assist with staff development?