Inclusion Committee

March 3, 2016 @ 5:00pm
Present:
Abraham Aiyash (JMCSS), Robert Brathwaite (Faculty), Ben Schroff (Stonewall), Danielle El Amin (DuBois), Olufunmbi Elemo (Faculty), Julia Grant (Assistant Dean), Sherman Garnett (Dean), Emelia Hammond (Staff), Jasmine Lee (Staff), Louise Jeziorski (Faculty), and Curtis Stokes (Faculty)

Next meeting: April 5, 2016 @ 5:00pm – North Seminar Room

Introductions

Selection of Chair or Co-Chairs
- Proposed: one student and one faculty serve as co-chairs
  - Faculty: Curtis Stokes (volunteered)
  - Student: Danielle El-Amin (volunteered)

Updates
- Brief recap from Admin meeting with DuBois Society – Danielle El-Amin
  - Will be reaching out to field chairs to discuss curriculum recommendations that were shared in the DuBois report, with support from the Student Senate
  - Has been in communication with Prof. Burns to set up meeting regarding SRP
  - Faculty are likely not to make changes to their curriculum until after the semester is completed
  - Summer book recommendations can be made based on the suggested list presented in the DuBois report
  - 201/202 recommendations were put forth
- Brief update from RCC – Dr. Stokes
  - The RCC is focusing on three primary areas composition, curriculum, climate
    - Will be focusing on a syllabus review for academic years 2015-2015 and 1015-2016
    - Will be focusing on climate concerns, including composition of faculty, staff, and students
    - Third parties will handle surveys, interviews, and focus groups on behalf of the RCC
  - The remaining report will be discussed at the Inclusion Committee meeting to discuss ways to move forward with proposed recommendations
- Faculty updates – Dean Garnett
  - Tacuma Peters offer has been made
    - Shared position with Philosophy (75% Madison)
    - Perhaps shared numbering between Madison and Philosophy courses
  - HCW has 2 Black finalists, 1 White finalist
    - Job talks are likely to be late March, early April
    - Will need to market so that the college community is well in attendance
  - Awaiting request for targeted hire from one additional field
• Submitted faculty demographic numbers to June Yuatt, there’s been great progress over time, but changes are still necessary

**Speaker series updates – Dr. Brathwaite**

- Have identified two speakers, figuring out logistics
  - Diane Pinderhughes, Urban politics specialization
    - To discuss police brutality in the context of Chicago
  - Elizabeth Hurd, Northwestern
    - To discuss religious freedom laws impacting the LGBTQ community and rising islamophobia

- What is the organization and coordination?
  - Develop themes per semester; field can bring a speaker who fits within the theme
    - Themes could be developed by students, faculty, or staff; would be vetted by the Inclusion committee

- How do we ensure that we are securing inclusive nature of speakers (topic, field, identity, etc.)
  - Approaching faculty chairs for input
  - Getting input from students regarding selection of speakers, but also to propose speakers
  - Students should feel some level of ownership over who the speaker is

- Continuity
  - Sponsorship from donors and across campus
  - Money should be designated; Dean Garnett is currently working on it

- DuBois is also planning a speakers series during the academic year 2016-2017

**50th Anniversary – Dean Garnett**

- Quickly approaching
- A series of events should be planned for the entire year
- Multiple locations, topics, styles
- This committee should review the plan once it’s developed

Direction for remainder of Spring semester

**Parade of Honors – Associate Dean Julia Grant**

- April 28th
  - All students receiving “major awards” are asked to submit a 2-3 sentence biography
  - Concern regarding bios and length of time for event
  - Concern regarding who selects and how “major awards” are selected
  - Discussion of “major awards” will happen at next meeting
    - Dean Garnett and Associate Dean Garnett will discuss over break
  - Possible Dean’s Office acknowledgement to students for participation in Parade of Honors

- Future considerations
  - Broaden award categories to be as inclusive as possible
• Faculty buy-in is necessary for inclusive presentation of students
• Increase submission from diverse groups of students for various awards, particularly from students of Color, 1st generation, and Pell-eligible students

- Research Showcase – Associate Dean Julia Grant
  - April 29th
    - In need of greater numbers of students of Color to submit proposals for research presentations