

## Minutes for Diversity, Equity, and Inclusion Team meeting – May 18, 2021

Attendees:

### Informational Items:

1. Cheryl Brown reported on an ATIXA webinar she attended titled, "The Intersection between Title IX and DEI."  
The new Regulations of 2020 require anyone involved in the Title IX process to be bias-free and impartial, and to be trained in these areas. There is to be no bias on the basis of sex, gender, race and all of the protected categories of Titles VI and VII. Areas of concern include cultural awareness, implicit bias, and microaggressions.  
There is a need to approach elimination of bias from several viewpoints to create a campus culture of inclusion.
2. Carol Murphy briefly summarized an article from Inside Higher Ed called, "A Racial Trust Deficit in Higher Ed."  
According to a report from the Center for Postsecondary Research at Indiana University, the 2020 National Survey of Student Engagement indicated that students of color [Black, Hispanic, and Asian] have "substantially less trust" in their college administration. Carol expressed her opinion that we should be aware of such issues on college campuses and be alert for possibilities of similar issues occurring at Barton.

### Topics:

1. Elaine spoke on the following key points shared by Adrian Rodriguez, the diversity speaker for this year's Leadership Institute.
  - Faculty and staff training is crucial in creating an inclusive and equitable campus climate.
  - Curriculum resources should show diversity in pictures, text, etc. and use inclusive language.
  - Students should be taught to respect differences.

Elaine added her thoughts that we need to teach our students course content and essential skills, as well as create citizens who can navigate in a world where bias and inequality exists.

2. Conversation about hosting round table discussions brought diverse points of discussion:
  - When/ How often/how many? {no decisions made}
  - Guidelines for inclusive language for course syllabi. Are syllabi or curriculum checked for inclusive language? Topic for a round table?
  - BCC has a program for ADA, so we could do something similar.
  - Round table groups for faculty and staff; groups for students; and combination?

- Survey students to determine what topics are important to them.
  - Survey faculty and staff as to what topics they think are needed. Will enough people reply for the survey to be useful?
  - Major concern: round table groups must be facilitated by the “right” people {knowledgeable, open-minded, tactful}.
  - Elaine recommended coordinating with The Center.
3. The consensus of the Team indicated strong interest in planning / hosting an activity based on the All That We Share activity. This would be in addition to, not in place of or in conjunction with Conversation Café.

Notes and minutes by Cherish Robinson and Carol Murphy