

11/12/2025 Equity and Diversity Committee Meeting Minutes

Attendees: Tom Browne, Al Kovaleski, Jake Brunkard, Brad Bolling, Erin Wall, Amanda Givens, Amanda Gevens, Naureen Kamal, Marisa Lanker, Paulo Falco Cobra, Majd Allawi

Guest: Glenda Gillaspy, Steve Bialek

Minutes by: Naureen Kamal

MINUTES

This meeting was called to order by Tom Browne at 11:32 am.

Welcome/review agenda

All committee members introduced themselves
Agenda was outlined
No changes or additions to agenda

Approval of May 14, 2025 meeting minutes

Amanda moves to approve
Al seconds motion to approve agenda
Without any revisions, the minutes were approved unanimously

Discussion on CALS Wellness Committee & EDC Name

Presented by Tom Browne

Similar committees on campus have redefined missions and committee names. Background of wellness committees and CASI (Bakke tours, blood drives). Is there a possibility to combine efforts of all three organizations to improve belonging and inclusion on campus? Meetings have also occurred with department diversity representatives who facilitate initiatives at department meetings and serve as spokespeople. Names of similar committees across campus were shared.

Discussion on Committee Priorities & CALS Climate Survey

Facilitated by Steve Bialek

Worksheets were completed by attendees to identify committee priorities for the next 12-18 months and include the committee role in relation to CALS Climate and Culture. The committee identified main priorities for the future including identifying vulnerable groups and providing support to create a safe campus environment. Support departments and unit improvements as well as what direction the committee should take following survey analysis. Members suggested aligning goals with the statement of the committee to provide voice to vulnerable groups, improve psychological safety, and identify expertise and resources to be more easily shared and utilized. The goal of the committee is to identify clear purposes and future goals. Core committee work will be guided by strategic principles as well as have capacity to address issues as they arise and take “pulse checks” more periodically.

The deliverables of the collegewide culture and climate assessment include the following:

1. Develop charter to articulate role of committee in relation to college-wide climate assessment

2. Identify college-wide climate goals and desired outcomes
3. Recommend approach, resource needs, and timeline for unit-level support
4. Document committee outputs, themes, and opportunities

Composite of different priorities of groups on campus:

- These themes could be used in place of or to supplement mission statements of continued goals
- Committee requires continual effort to gauge campus culture and issues

1. Foster inclusive and collaborative culture
2. Advance culture of belonging and shared purpose
3. Strengthen organizational culture and community vitality
4. Cultivate an environment where people thrive
5. Build a positive and inclusive college climate
6. Cultivate, thriving, inclusive community
7. Nurture culture of collaboration, respect, and innovation
8. Foster well-being and belonging

Discussion regarding themes of Climate Survey and identifying areas to focus on. Generally, students and faculty find fulfillment from work but misalignment with college priorities and “university at-large.”

Project charter will be drafted by consulting team and brought to committee for review at the next committee meeting.

Meeting closed at 12:43 pm.