

**COMMITTEE FOR EQUITY AND INCLUSION
MEETING MINUTES
July 15, 2009**

Present: Craig Elliot, Mary Grefal, Kira Adams, Jan Stamos, Thom Tran, Elaine Lemay, Diane Hansen, Kenneth Boxtton, Irma Walker-Adame, Peter Miskin

Agenda Item	Discussion/Outcome
Annual Report	<ul style="list-style-type: none"> • Nice recap on opportunities and challenges. • How do we get the word out about the charge of the Equity and Inclusion Committee? What is the best way to engage faculty, staff, and students? • Consider broadening definitions to include veterans. • Consider an Equity and Inclusion community learning series. • Consider Equity and Inclusion presentation at 9/11 remembrance activities. • Mention EIC in other meetings attended, i.e. BASC, Supervisors and Managers, Staff Council, etc. • Consider inviting Regents and other stakeholders to Inclusion Explosion event. • Would it be beneficial to have additional members on the EIC and how would inclusion, appointment be accomplished?
Stories	<p>Craig will be presenting at Faculty Development Day just prior to the invited guest speaker (Jamie Washington) on diversity. Craig would like to share some of the marginalizing experiences which have taken place at SMU in order to engage the community in meaningful equity and inclusion efforts. The stories will not be linked to a particular person.</p>
Diversity Plan	<p>The Diversity Plan, as presented to the Board of Regents in June, will be distributed throughout the University community over the next several months. While the process for comments on the plan have not yet been formalized, EIC members noted the following:</p> <ul style="list-style-type: none"> • Include language on cultural competency. • Include other members of the community to expand the focus of diversity efforts. • Report appears to be an external report; how the outside sees the University. • Who will drive the plan and how will the strategies as outlined in the plan be undertaken? • Will there be a SMU diversity officer and at what level will this officer be to ensure University achievement of the goal to increase ethnic diversity among its students,

	faculty, and staff.
Next Meeting	July 29, 10:00 a.m. HEC 203 Craig will be on vacation, Kira will put NCORE discussion on the agenda.