**NSCM Committee on Inclusive Culture**

Meeting October 8, 2020, Zoom

In attendance: Jen Sandoval, Shayla Cannady, Kelsey Loftus, Barry Sandler, Elizabeth Kritzker, Lindsay Neuberger, Shameika Daye, Ann Miller, Kim Tuorto, Michelle Dusseau, Seth Fendley

1. Welcome!
2. Co-chair of committee

*Seth asked to continue as co-chair to have continuity from the work conducted through ad hoc taskforce last year; request to put into policy and planning to be in as a standing committee rather than an ad hoc committee and be written into the job description; looking to create a space where people can bring their ideas to the table*

* 1. Student members –

*Looking to have undergraduate voices but want us to think carefully about student labor; should be an opportunity to have student voice in the conversation; regular attendance will not be a requirement for participating students; seeking recommendations for potential students to serve as a part of the committee*

* + 1. Feedback:
			1. ***B. Sandler****: agreed that student participation should be done on a voluntary basis; announce during class or take recommendations from staff*
			2. ***K. Loftus****: recommended representation from each area of Nicholson would be helpful*
			3. ***J. Sandoval****: there will always be a place on the agenda for student opinion, or feedback on an initiative, at the beginning of the meeting, making it flexible for students*
		2. Recruitment Ideas:
			1. *Faculty to reach out to students that you know care about these issues; not intended to be more work for the students but for students to offer a perspective; include information in faculty/staff newsletter; connect with chairs that put calls out to other faculty/chairs*
1. Review of last year –
	1. Awards and recognition

*Seth working to find ways to highlight individuals in the school, and the work they’re doing in the staff newsletter; Talks in progress with awards committee to be added to the list to be considered for inclusive culture awards for staff and students*

* 1. Evaluation language
		1. ***L. Neuberger*** *working on sample language for ways to get into AESPs and PNC documents; putting a place in our evaluations to note ways you are contributing to inclusive culture in work; waiting on feedback from external committees before bringing to NSCM committee*
		2. ***B. Sandler*** *raised concerns about the language; wants to be sure that it doesn’t come off as though there is a penalty for not executing inclusive practices*
		3. ***L. Neuberger*** *clarified that the intent of the language is to push staff in a direction to do the work; and incentivize it rather than disciplining staff*
		4. ***J. Sandoval*** *notes that there will be resistance, but everything has to be voted in by faculty*
		5. ***Miller*** *reflected on current structure and indicated that there are several ways to fit it into the structure without making it mandatory*
1. School programming updates
2. Information will be sent out for programs to

*Summer institute with Curley and Pynn – create a summer institute for minoritized students where they and other local organization will sponsor mentoring/development for BIPOC students; assigned mentors; intensive training; will start picking up in the Spring in terms of planning; meant to support students of color and do not need to be an Advertising/PR major to participate*

* 1. Sponsorship of Zora Neale Hurston Film festival
		1. *Continue to provide material support and student participation; looking at other ways we can help advertise it; it will be virtual; currently coming up with ways to provide tech support;*
	2. Mini grants
		1. *film student doing a story about LGBTQ Asian girl; looking for ways to create a mini grant for students doing work around minoritized communities; need to determine who much would be deemed valuable (i.e. funding, equipment, conference/training support, etc.)*
			1. *may require committee to evaluate student application*
				1. *grants in the film program where students pitch and faculty attend a presentation and vote*
				2. *pick one student from each area*
				3. *create categories for submissions*
				4. *ask different units to have faculty from other areas to review applications*
			2. *can make the recommendation that it comes out of the unit but comes out of the budget created for inclusive culture programming*
			3. *Sample grant application for consideration:* [*https://www.citizensciencegis.org/blog/amplify*](https://www.citizensciencegis.org/blog/amplify)
			4. *Consideration for tiered entry levels or alignment with distribution for grad student travel funding*
			5. *This is the moment to ask money as there is a business/optics case*
1. Anti-racism statement?
	1. *NSCM does not have an anti-racism statement; statement from the committee not necessarily something the school will adopt*
		1. *Biology, chemistry, philosophy, etc. have developed very clear statement*
		2. *Endorsements from committee to develop one*
		3. *Committee asked to share elements that they would like to include*

1. NSCM climate survey
	1. *Littlefield interested in doing a culture and climate survey; digital media has begun constructing survey for students; need baseline data to identify/prioritize programs and initiatives, and make a case for more money; university climate survey did not create useful data – less 2% response rate and issues with survey construction*
	2. *Not a small undertaking and is difficult to get people to participate; there will be challenges in doing this well*
	3. *Will provide a draft survey to committee but want us to be mindful of the timing (i.e. Elections, etc.) – when will be more difficult to get the survey out; any issues distributing in the spring*
	4. *Small survey will be sent to committee*
2. Programming
	1. *Committee to start brainstorming training, programming that we want to bring in so that we can make recommendations as a committee, and ask for funding*
3. Other priorities/projects?
	1. *Diversity Week upcoming through Office of Diversity and Inclusion*
		1. *Will include/share information with the committee*