1.0 DIVERSITY, EQUITY AND INCLUSION ACTION PLAN, 2020

- Jeanine Bias-Nelson and Jeff Littlejohn thanked the subcommittee members for their hard work;
- The discussion focused on action steps;
- Action creation was based on climate survey information, previous committee discussions, three main goals: diversity, equity and inclusion, and items the University could take action on;
- Action Step 6 under goal 1; discussed the promotion policy for Faculty, should be standardized, recommendation to change stakeholders to specific layer of leadership (i.e. Deans, Provost);
- Must be specific around the language that is being used in the report to include accountability metrics and progress report system;
- This document must be approved by the committee before it moves to the next level of approval;
- The committee members will review the document with a critical eye and make comments and suggestions through google docs. It was recommended to focus on responsibility and metrics for accountability. The deadline to submit comments is Friday, October 2nd at 5:00 pm;
- The committee will meet prior to meeting with the President to review and approve the document; and,
- Debbie Nichols will schedule the President to attend during the week of October 26th to meet with the committee members.

2.0 SOCIAL JUSTICE COMMITTEE-AUGUST 2020 LETTER TO PRESIDENT

- Jeff Littlejohn met with Dr. White, and the President is supportive of the information discussed in the letter;
- Institutionalization of the goal is important;
- Emphasized the need for review and policies and procedures on campus;
- Steps needed to continue to diversify faculty, not just hiring but equity and inclusion as well;
- Bringing diversity into the classroom through course work, and the departmental structure; and,
- This process must reflect the needs of faculty, staff, and students.

3.0 EVENTS FOR FALL 2020

- Debbie Nichols reminded committee members to include any diversity events in their areas on the University Calendar. If assistance is needed in learning how to do this, please contact the Office of Student Affairs at vpsa@shsu.edu or speak with Mekayla Perkins, Student Affairs Marketing and Events Coordinator, at 936-294-3031.