

# ***President's Commission on Diversity and Inclusion Meeting Minutes***

Friday, November 2, 2018  
2:30-4:00 p.m., 103 HSS

## **Present:**

Yaw Asamoah, Co-Chair  
Kate Linder Co-Chair  
Allison Baker  
Dan Burkett  
Shirley Johnson  
Asmaa Alshehri

Mike Powers  
Megan Knoch  
Dani Wade  
Keith Stinnette  
Veta Tatton  
Tammy Hamilton

## **Excused:**

Shelly Bouchat  
Melvin Jenkins  
Shawn Jones

Debra Valentine-Gray  
Kustim (Tim) Wibowo

## **I. Introductions and Approval of the September 26 Meeting Minutes**

- a. Dani Wade, Keith Stinnette, Veta Talton, and Tammy Hamilton were introduced and welcomed as new members of the Commission.
- b. The minutes of the September meeting were approved by unanimous vote.

## **II. Appointment of New Notetaker**

The Commission approved the appointment of Dani Wade as a new notetaker. Another commissioner (Burkett) also indicated an interest in joining Wade in serving in this role.

## **III. Restructuring of Subcommittees and Co-Chair positions**

Because much of the Commission's work this academic year centers on monitoring the university's progress in implementing the Diversity Action Plan, subcommittees, with their proposed Co-Chairs, are being reorganized as follows:

- Education and Training (Allison Baker; open)
- Infrastructure/Systems/Resources (Shirley Johnson; open)
- Programming (Shelly Bouchat; Asmaa Alshehri)
- Support (Debra Valentine-Gray; Megan Knoch)
- Communications (Mike Powers; open)
- Recruitment/Retention/Persistence (Dan Burkett; Shawn Jones)

Following an invitation for nominations to fill the open Co-Chair positions, Wade, Stinnette, Talton, and Hamilton volunteered to serve. The Co-Chairs will confirm the assignments to fill open positions and announce this at the next Commission meeting.

#### **IV. Review of the IUP Pledge Proposal**

Subcommittee One submitted for review and discussion a draft proposal of the IUP Pledge. The draft was revised to read as follows:

Indiana University of Pennsylvania is a welcoming and affirming community for all our members. As members of this community, we are committed to promoting diversity and inclusion. We define diversity as embracing all people and cultures, and we define inclusion as making all people feel welcome here. These commitments require continuous efforts by all of us to foster a greater sense of welcome, (equality/equity), and accountability across all parts of our community.

Affirmation and acceptance is about people and how we choose to treat one another. At IUP, we choose to treat one another with dignity and value, to celebrate our rich diversity, and to learn from each other through conversations that demonstrate our genuine respect, even when we disagree. We believe in protecting the dignity of all members of this community and in (challenging/rejecting) acts of intolerance.

As an IUP community member, I pledge to: treat all individuals with respect inclusive of attributes such as race, ethnicity, sex, gender, sexual orientation, gender expression, age, religion, mental ability, physical ability, nationality, political affiliation and belief, socioeconomic status and intellectual pursuit, uphold both personal and academic integrity, embrace and celebrate diversity, promote equality amongst my peers and work towards a safe and inclusive campus for all people.

*And as an easy way for the IUP community to remember this statement, we discussed using “IUP takes PRIDE in” as a slogan. Whereby:*

IUP takes PRIDE in

**P**eople who:

**R**espect all individuals, act with

**I**ntegrity, both personal and academic, celebrate

**D**iversity and inclusion, and promote

## Equality/equity

### **V. Restructuring and Update of Subcommittee Membership**

The Commission Co-Chairs will contact subcommittee members and ask them to affirm their continued interest in serving on Commission subcommittees. Those who respond in the affirmative will be asked to indicate their preference for serving on one of the newly-designated subcommittees. On the basis of these responses, and following consultations with the new subcommittee Co-Chairs, subcommittee membership assignments will be made and submitted for review and approval at the next Commission meeting. The next Commission meeting will be convened in February 2019.

### **VI. Adjournment; Next Meeting TBD**

Respectfully submitted, Dani Wade