# **SLC EDI and Belonging Task force Meeting Agenda**

**Monday, February 22nd , 2021**

Membership:

1. Raven Bedford (Student, Kingston)
2. Terry McGinn (Staff/SA, Kingston)
3. Richard Webster (Staff, Kingston)
4. Newton Duarte (International student, Kingston)
5. Sara Craig (Faculty/union, Brockville)
6. Jessica Jeong (Faculty, Kingston)
7. Krista Videchak (Staff, Kingston)
8. Ining Chao (Admin, Kingston)
9. Shanika Turner (Staff, Kingston)
10. Shirley Chaisson (Staff, Cornwall)
11. Allison Taylor (Faculty, Cornwall)
12. Muhammad Owais Aziz (Faculty, Cornwall)
13. Robert Rittwage (Faculty, Kingston)
14. Emrys De Sousa (Student, Kingston)
15. Wendy Whitehead (Faculty, Kingston)
16. Alejandra Perez (Staff, Kinston)
17. Joel Wilkinson (Staff, Kingston)
18. Executive Sponsor: Christopher Garnett
19. Communications Representative: Julie Einarson

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## **Check In – 2:00 p.m. – 2:06 p.m.**

- Courageous Conversations complete

- Census update

- Gift card update for the students for completing the Census

## **Approval of Minutes from February 8th, 2021 - 2:06 p.m. – 2:07 p.m.**

- Owais and Richard approved the minutes

## **Courageous Conversations Summary/Debrief - 2:08 p.m. – 2:42 p.m.**

- Shanika mentioned that a colleague was unsure which sessions to go to and if this is the space to share certain topics.

- Allison mentioned that maybe a more open model - not divided by equity groups

- Richard echoes Shanika’s idea for a town hall and blended approach

- Chris is wondering at what point is there a conversation around ERG groups

- Ekta brought up that Ross McMillan is interested in continuing these conversations, especially for students.

- Allison mentioned to have a session each semester

- Krista brought up the idea around having more specific conversations for the needs of students and employees.

- Shanika said to identify the goals of these conversations and what the purpose is for the people joining them.

- Ekta mentioned about describing what the groups are. Session descriptions.

- Chris mentioned that there are other community members that would like to partner with us on this journey.

- Robert mentioned to have briefing sessions and allow for others to provide their feedback. Progress updates.

- Richard mentioned it creates an opportunity at Learning Connections Conference to discuss about EDI

- Action: create working group for LCC. What topics do we want to propose to the LCC committee?

- Allison mentioned to expand the broadcast broader areas of communication.

- Shanika and Robert brought up the point to consolidate with other departments about working together, rather then sending out multiple items at the same time.

- Julie brought up the unfortunate event that there are other surveys happening at the same time, but we had to move forward with the Census. Bring up the calls to action.

- Robert brought up the idea of having other CET members to create YouTube videos encouraging others to complete the Census.

- Friendly competition? Within departments.

## **Equity Census update**

-893 members have completed the Census

- Ekta motioned to open the Census for another week. Majority agreed.

1. **EDI Self-Assessment tool update**

-28 Departments have completed the EDI Self- Assessment tool

-Deadline date for February 28th for all departments to complete the Census

1. **EDI task force member courageous conversation session date**

-March 8th date for CC session for EDI task force

1. **Research Analysis Working Group**

**-**Ining, Krista, Wendy, Jamie Edwards, Rahul Galwant, Anto Sebastian, Zoe Lyons,

1. **Research analysis lens and theoretical framework (attached) – 2:43 p.m. – 2:45 p.m.**

- Ekta collected some documents from the school board to have an outline for the analytical research.

- How are we going to analysis the data? Critical race theory/Grounded Theory

- We are using Power BI to present the data we have collected.

- More to come from our research group!

1. **April Town Hall? 2:45 p.m. – 2:46 p.m.**

- Creating the LCC group to present the topics to the committee.

- Allison, Shanika, Richard, Krista, Alejandra will join the new LCC group.

**10. Final Updates – 2:47 p.m. – 2:50 p.m.**

Farewell and Thank you message to Richard!

Next meeting will be for an hour, so that we can have our own Courageous Conversation Session.

**Meeting Ended: 2:50 p.m.**