**Student Affairs and Campus Life Advisory Committee Minutes**

Meeting time, place and date:

Wednesday, 23rd Feb,8:00am

Committee members present:

* Christopher Ryder (Chair)
* Laura Wilson
* Veena Ravishankar (Secretary)
* Cate Brewer
* Ginny Morriss

Ex-officio:

* Cedric Rucker, Associate Vice President & Dean of Student Life
* Juliette Landphair, VP for Student Affairs, Student Affairs

Nonvoting student members:

* Kaylee Deardorff

Approval of Minutes

March - Approved

Introductions

Dr. Shavonne Shorter, Associate Provost for Equity and Inclusion and Chief Diversity Officer

Items of Business, including Motions

* 1, 3 and 5 year DEI plan has been developed by Dr. Shorter. Also, another plan by the state exists- One Virginia plan. Addresses diversity in faculty, students, and equity. Has short term and long-term goals.
* Short terms goals:
  + compliance, safe zone programs, programming and curriculum-dev, partnership with JFMC, hiring for diversity officer.
  + Defining the mission of the team, updating the website to reflect the ideas-enrolment and retention data, faculty retention and pay info.
  + Bias incident complaints managed with bias response teams, led by ASPIRE values. Involving members across campus.
  + Ways to relaunch and reinspire ASPIRE, since it was very well received and heard about earlier. Programming and training launched related to this.
  + April will have training - social justice, May- guest speaker on inclusive language use- on campus and in class
* Long term plan:
  + Working with Pres Paino’s vision. What have we achieved, is it achieved well, is it relevant with current setting?, what is missing? Who do we want to be as an institution? One Va plan-submitted in October. More to come this summer.
* Thoughts about things to be changed, continued, any advice
  + One VA plan has been modified by new government. How does this impact university initiatives?
    - New person has been assigned to take up something similar at the state level. Spirit remains the same, even though governments change.
  + Areas of weakness: faculty and staff in terms of representation, what are initiatives taken care wr.t this?
    - Search advocate program being designed: unconscious bias isn’t involved in the process
    - Improving job ads, are we looking outside the regular places, going outside personal networks, African American networks, do they have mentors?
    - Also, will be applied to staff level
  + ASPIRE rejuvenation ideas
    - Introduction of this through orientation program to freshman, and transfer students
    - How to include this beyond orientation- is it linked to syllabus and what we teach? Professional dev speaker series who address each aspect of ASPIRE values
    - Training which are in-person or online
    - How are alumni being involved with this
* What might have we overlooked in terms of new eyes
  + Faculty and staff interacting with students to connect and engage who are unaware and to have a shared experience. Introducing students to such initiatives
  + Morphing the already existing initiatives to continue doing them and making them bigger
  + Trans/LGBTQIA+ support can be worked on, for example in terms of addressing in applications
  + Can list and highlight some of these on the DEI website
* Next meeting ideas
  + Issue of transition to our students, declaring a major, internships- career services officer. Kimberly Young, and individuals from Academic Services (Dr. Wes). Institutional strategies w.r.t that.
  + Think about new chair and secretary assignments

Adjournment and next meeting details

The meeting adjourned at 9:02am.

Next meeting time, March 16th, 8am.