

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

Wednesday, September 26, 2018  
8:30-9:30 a.m., 103 HSS

**Present:**

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

Mike Powers  
Debra Valentine-Gray  
Kustim (Tim) Wibowo

**Excused:**

Asmaa Alshehri  
Shelly Bouchat  
Melvin Jenkins

Shawn Jones  
Megan Knoch

**Absent:** Andrea Campbell

## **I. Approval of April 11 and April 27 Meeting Minutes**

- a. The minutes from the April meetings were approved by unanimous vote.

## **II. Commission Updates**

- a. The Commission discussed the importance of having a campus-wide report on what we have done to date. The co-chairs have met with the Division of Marketing and Communications to establish a plan for highlighting changes and updates on our progress toward the DAP goals. Commission members agreed that a yearly report will be an important tool for monitoring progress.

## **III. 2018-2019 Commission Responsibilities:**

- a. The most pressing issue (a central reporting mechanism) was addressed over the summer. The campus community can report an incident of concern to the Title IX Office using their website. The reporting mechanism was shared at the beginning-of-year academic meetings and through the IUP website. Some reports have already been filed using the new system.

- b. Subcommittee One has been working to create a draft IUP Pledge. It sent requests for input across the university community through the Beak, the Penn, IUP Daily and to Alumni. To date, minimal input has been received, so the subcommittee co-chairs will meet with groups across campus to gather input for the Pledge. Commission members provided suggestions for the pledge, recommending the co-chairs discuss ways individuals will adopt the Pledge and if it should be aspirational or binding. One Commission member recommended that the Pledge be implemented like our Student Conduct Letters or Financial Aid notices during orientation. Students could be required to acknowledge that they have read the Pledge but not forced to adopt it.

#### **IV. 2018-2019 Considerations:**

- a. Commission subcommittees will be reorganized to align with the “Summary of IUP’s Inaugural Diversity Action Plan by Category” format. The hope is that the realignment will support the Commission’s monitoring role. Co-chairs were asked to send recommendations for new subcommittees to the subcommittee co-chairs in the upcoming weeks.
- b. Because vacancies have appeared on its membership roster due to student graduations, the Commission needs to recruit new members for service. The co-chairs will invite three students to become new at-large members of the Commission, and to serve on subcommittees. Subcommittee co-chairs were asked to engage new faculty, staff and students as needed to fill openings on their committees.

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

Respectfully submitted, Allison Baker