

Equity, Justice, and Inclusion (EJI) Committee

2021-2022 Report to the Faculty Senate

Chair: Kurt Love (New SEPS Dept)

Vice-Chair: Jacqueline Jamsheed (Accounting)

Secretary: Alicia Stewart (Special Education and Interventions)

Membership: 38 staff and faculty members, 1 student member

- Staff and Faculty: Alfredo Rosete (Economics), Alicia Stewart (Special Education & Interventions), Amanda Fields (English), Audra King (Philosophy), Barbara Clark (Literacy, Elementary Education and Early Childhood), Beth Merenstein (Sociology), Carol Austad (Psychology), Catherine Thomas (Nursing), Chee-Hoi Leong (Physical Education & Human Performance), Christina Robinson (Academic Affairs), Dragana Marosz (CIE), Elena Koulidobrova (English), Evelyn Phillips (Anthropology), Felice Russell (New SEPS Dept), Hamid Sakaki (Finance), Jackie Jamsheed (Accounting), Jacob Werblow (New SEPS Dept), Jan Bishop (Physical Education & Human Performance), Jelane Kennedy (Counseling & Family Therapy), Jessica Greenebaum (Sociology), John Mitrano (Sociology), Joss French (Literacy, Elementary Education, and Early Childhood), Julia Blau (Psychology), Juan Coranado (History), Kate Ayotte (Learning Center), Kurt Love (New SEPS Dept), Marc Lewis (Accounting), Megan Mackey (Special Education & Interventions), Michael Bartone (Literacy, Elementary Education, and Early Childhood), Mohammed Rahman (Construction Management), Ozer Abdullah (Engineering), Rocio Fuentes (World Languages, Literatures, and Cultures), Sarah Stookey (Management & Organization), Timothy Scott (Sociology), William Mann (History), and Yvonne Patterson (Social Work)
- Student: Clara Guilmette

Tasks Completed or Ongoing:

Update of subcommittees structure:

- Curriculum (reviews EJI course proposals and provide professional development)
 - Chair: Beth Merenstein
 - Members: Audra King, Jessica Greenebaum, Joss French, Tim Scott, Amanda Fields, Megan Mackey, Jan Bishop, Jacob Werblow
- Events (create and/or support selected EJI-based events)
 - Chair: Yvonne Patterson
 - Members: Amanda Fields and Helen Koulidobrova
- Grants (paused because of CCSU Next Generation Program Grant formation, which took over EJI-based grants)
 - Chair: Jan Bishop

- Kurt Love, Chee-Hoi Leong, Catherine Thomas, John Mitrano, Kate Ayotte
- Statements (create and disseminate responses to EJI-based issues on- and off-campus)
 - Chair: Audra King
 - Members: Kurt Love, Alfredo Rosete, and Jacob Werblow
 - Created Fall 2021
- Policies (investigate and recommend equitable policies for students and faculty)
 - Chair: Alicia Stewart
 - Members: Julia Blau, Sarah Stookey, Kurt Love
 - Created Fall 2021
- Campus-Wide Issues (investigate EJI patterns and practices across campus)
 - Chair: Jackie Jamsheed
 - Members: Kurt Love, Helen Kouldibrova, and Yvonne Patterson
 - Created Fall 2021
- Resource Library (compile EJI resources for faculty)
 - Members: Jelane Kennedy, Megan Mackey
 - Create Fall 2021
- Steering Committee (track subcommittee actions and recommend agenda items for full committee meetings)
 - Chair: Kurt Love
 - Members: Jackie Jamsheed, Felice Russell, and Sarah Stookey
 - Created Fall 2021

Curriculum Committee:

- Tasks Completed: The curriculum process for EJI course submission is at the website at: <https://www.ccsu.edu/eji/> To date, 68 courses have the EJI-designator. The full course list can be found at: <https://www.ccsu.edu/eji/currentCourseList.html>. Also, provided 3 professional development sessions in partnership with the Center for Excellence in Teaching on EJI courses and equitable course policies.
- Ongoing: Accepting and reviewing course proposals for the new school year

Events Committee:

- Ongoing: Worked with community members to begin crafting a land-acknowledgment statement for CCSU.

Grants Committee:

- Ongoing: Monitored last cohort of diversity grants that were extended from June 2021 to June 2022 due to COVID-19.

Statements Committee:

- Completed tasks: Created a basic template to be used as a guide for creating statements that respond to EJI issues on- and off-campus.
- Ongoing: Identify recent issues for creation of new response statements and statements of support.

Campus-Wide Issues Committee:

- Ongoing: Met with Office of Institutional Research and Assessment and Diversity Officer to discuss data on patterns of faculty tenure, promotion, and sabbatical leave as related to race and gender where possible. Data still being compiled from 2011 to the present.

Steering Committee:

- On hold until next year, if needed by incoming EJI Committee Chair

Resource Library Committee:

- Completed Task: Explored a simulation activity focused on meritocracy

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Chair: Kurt Love (Educational Leadership, Policy, and Instructional Technology)

Vice-Chair: Jacqueline Jamsheed (Accounting)

Secretary: Byung Lee (Criminology and Criminal Justice)

Tasks Completed:

The EJI Committee supported and passed through the university curriculum process the Equity, Justice, and Inclusion or EJI-designator. This designator is for incoming undergraduate students (2021-2022) to complete upon graduation at CCSU. The EJI Committee formed and tasked a Curriculum subcommittee to receive requests for additional courses to be vetted using a common rubric. The process for submission was added to the website at:

<https://www.ccsu.edu/eji/> To date, 61 courses have the EJI-designator. The full course list can be found at: <https://www.ccsu.edu/eji/currentCourseList.html>

The membership of the committee doubled from 18 to 36 faculty and staff during the 2020-2021 school year.

Because of the pandemic, the Diversity Curriculum Development Grant of 2020 was extended to June 2022 in order to support all grant recipients who needed time extensions to complete their work. The grant provided a cumulative sum of \$20,000 to all recipients.

The EJI Committee updated its committee name from the Diversity Committee.

Tasks Currently In Progress:

The EJI Committee is currently pursuing data from the 2020 Climate Survey in order to provide a consolidated report to the Faculty Senate on issues of diversity and equity at CCSU. This compilation is intended to be completed in Fall 2021. The EJI Committee will focus on issues including, but not limited to representation, inclusion, and safety for students, staff, and faculty of color at CCSU.

The EJI Committee is creating a process by which the committee can address issues of social justice, equity, and inclusion in a timely manner, submit its own statements and recommendations for action at the university, and communicate those to the Faculty Senate for consideration.

The EJI Committee is working on creating a mentorship program for interested faculty on pedagogical practices to include social justice and inclusion in their courses.