



UNC
GREENSBORO
Board of Trustees

Special Called Meeting
Conversation Around Board's Role in Campus Equity, Diversity, and Inclusion (EDI)
Initiatives
November 16, 2020
3:00 pm

MINUTES

MEMBERS PRESENT: Betsy Oakley, Chair; Mae Douglas, Mona Edwards, Dean Priddy, Linda Sloan, David Sprinkle

MEMBERS ABSENT WITH NOTICE: Vanessa Carroll, Brad Hayes, George Hoyle, Kathy Manning, Austin Moore, Elizabeth Phillips, Ward Russell

Chair Betsy Oakley welcomed participants to an informal conversation with Professor Andrea Hunter, Chancellor's Fellow for Campus Climate. The meeting was convened in response to Board members' interest in taking an active and intentional role in support for and implementation of campus EDI initiatives.

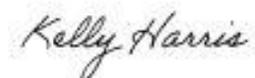
The following are guiding points/questions that emerged during the conversation:

- The overarching plan is to move forward with an eye towards Integrated Inclusive Excellence, a collaborative-participatory approach that integrates diversity, equity, and inclusion as actionable values at all levels of an educational institution through intentional engagement of internal and external constituents, as well as through transformative leadership. Inclusive, just, and equitable practices for access, opportunity, and excellence are promoted by incorporating best practices and policies, and data driven results such that desired outcomes are sustainable.
- Sustainable change can be accomplished in multi-modal ways including pathways to equity such as reviewing/revising personnel & tenure policies, training proposals, and plans for accountability.
- Uniformity of messaging and clear expectations should be developed and incorporated.
- A timeline for implementing the university-wide framework is evolving.
- Methods for bringing an EDI Lens to the BOT include:
 - Putting into board practice the policies, the culture, and the priorities embedded already within the Board and its governance structures and consider if board actions consider or impact equity/EDI.

- Reviewing current practices, policies, and plans for opportunities to advance equity/EDI; and bring them into consideration when developing objectives.
 - Asking presenters to disaggregate data (e.g., gender, race/ethnicity, Pell-eligible, ability, etc.) to make visible disparities, best understand the diverse needs of members of the campus community, and understand where we are with respect to strategic outcomes across groups.
 - Become data savvy and take advantage of institutional data/dashboards. Note, one of the goal's this year is to develop a Diversity Dashboard (faculty, staff, and student); Andrew Hamilton, AVP for Student Success, also plans to develop a Student Success Dashboard (also capable of disaggregated analysis).
 - Create opportunities to engage with the folks doing the work on the ground.
 - Request annual reports that monitor EDI activities and impacts; and look for evidence (or lack thereof) that the campus is achieving goals across all divisions.
 - Also, consider if campus resources align with the university's goals and strategic aims around equity/EDI.
 - Consider who is most impacted by the decision, policy, program, or practice before the Board? Does the policy, practice, or decision worsen or ignore existing disparities or have unintended consequences? Based on responses, what revisions are needed in the policy, practice, or decision under discussion to support EDI?
 - Consider who is being heard in deliberations and actions? Who is being left behind? Who benefits? Who is burdened? Are there other stakeholders the Board should hear from?
 - Evaluate whether we are asking the right questions? What assumption(s) do we bring to the issue under deliberation? What difference does this make, i.e., what if other assumptions were applied?
 - Identify barriers to more equitable outcomes and assess how the work of the Board can help address them.
 - Ask what we will need to do to sustain EDI if we achieve making it part of our DNA?
 - Consider issuing a statement of support to come from the board.
 - Participate in training, education, and dialogue.
- Next steps/board goals include:
 - Continue the conversation.
 - Trustees Mona Edwards and Dean Priddy will collaborate in the drafting of a statement of support.
 - Acquire tools and knowledge needed to be leaders in this area in order to be participants rather than just observers.
 - Look at advancement opportunities to engage with less active alumni cohorts.

The meeting adjourned at 4:15 pm.

Respectfully submitted,



Kelly Harris
Assistant Secretary to the Board