

State University of New York

College of Environmental Science and Forestry

BOARD OF TRUSTEES

**Diversity, Equity and Inclusion Committee Meeting**

September 10, 2021 – 408 Baker Laboratory – 9 AM

**Committee Members In Attendance**

John Bartow, Trustee and Co-chair DEI Committee

Yelena Bolante

Linda Brown-Robinson, Trustee and Co-chair DEI Committee

Malika Carter [Attended via Zoom]

Tom Carter

Eloise Curry

Marlena Daher-Rahman

Robert Dugan

Paul Hai

Nicole Hylton-Patterson

Matthew Marko, Trustee

**Committee Members Absent**

Dr. Daryll Dykes (invited)

Jade Morning Sky Little

Academic Governance Faculty Representative (not appointed yet)

**Staff in Attendance**

Kelly Berger

Ragan Squier

Baylee Woods

**Call to Order:**

Committee Co-Chair Linda Brown-Robinson called the meeting to order at 9:07 am. There were 10 voting members present and 1 attending via Zoom.

1. **Welcome and Introductions –** *Trustees**Linda Brown-Robinson and John Bartow*

* Charge to the committee
* Trustee Bartow read the charge to the committee. The charge of the committee is to review and make recommendations regarding College policies and plans concerning implementation of a campus-wide Diversity, Equity and Inclusion (DEI) effort in attracting, retaining, and engaging students, faculty and staff. Responsibilities are to bring recommendations to the Board of Trustees.
* President Mahoney’s charge is to attract students of color, staff and faculty to ESF. The committee should make recommendations to the BOT and suggest policies that should be adopted (i.e.; Rooney Rule which proposes adopting a policy that requires the College to interview people of color candidates for every search).
* Introductions
* Linda Brown-Robinson welcomed the committee by reading the native land statement and asked each committee member to introduce themselves.

1. **SUNY System-wide Efforts on DEI –** *Dr. Malika Carter*

* SUNY Office of Diversity, Equity, and Inclusion
* <https://system.suny.edu/odei/>
* SUNY ESF developed a committee prior to SUNY
* 2015 SUNY Board of Trustees adopted DEI Policy
* Chancellor Kristina Johnson started an initiative by looking at DEI at a State Level
* <https://www.suny.edu/about/leadership/board-of-trustees/meetings/webcastdocs/Reso%20Tab%2005%20-%20Diversity,%20Equity,%20and%20Inclusion%20Policy.pdf>
* Equity, Inclusion and Diversity Committee: <https://system.suny.edu/facultysenate/committees/inclusion/>
* 2021 SUNY Diversity, Equity, and Inclusion 25 Point Action Plan
* <https://www.suny.edu/suny-news/press-releases/2-21/2-25-21/dei-plan.html>
* The CDO at the SUNY System, Theresa Miller, unfortunately no longer is serving in the role so SUNY System is now recalibrating. Currently filled by extra service by Dr. Rodman King.

1. **ESF Campus-wide Efforts on DEI –** *Dr. Malika Carter*

* ESF BOT and President Commitment to DEI
* President Mahoney is very committed to DEI. One of her top priorities, ESF needs to be more diverse and inclusive. Need to attract students of color, staff and faculty. Once the students are here, we need to make sure there is a welcoming atmosphere. Part of the objective is retention. A lot of work to grow interest in a STEM college. ESF in the High School is a big priority and we need to deploy strategically.
* ESF now is doing ESF Science Camp at the MOST
* Activating Project Inclusion
  + Project inclusion is built on a model called NERCHE. NERCHE is an audit of Inclusion, Diversity and Equity.
* <https://www.wpi.edu/sites/default/files/Project_Inclusion_NERCHE_Rubric-Self-Assessment-2016.pdf>
* 28 Days of Equity at ESF: [https://docs.google.com/document/d/1ZoFGxNp\_UclLjdHIByFNsfoguP17WF9kv6ytxIgZVSk/edit#](https://docs.google.com/document/d/1ZoFGxNp_UclLjdHIByFNsfoguP17WF9kv6ytxIgZVSk/edit)
* ESF’s Living Document which came out of students, faculty & staff voicing their concerns during the protests that were going on at Syracuse University
* 2015 ESF Comprehensive Strategic Diversity Plan
* Current IDE strategy plan: <http://www.esf.edu/ide/committee.htm>
* 2017 ESF Chief Diversity Officer appointed
* Dr. Malika Carter
* SUNY Decision to have a Chief Diversity Officer at every school in 2015
* ESF OIDE Committee and staff
* OIDE Staff: [OIDE Staff, ESF](https://www.esf.edu/ide/staff/default.htm)
* IDE Committee Members: [Committee | Inclusion, diversity, Equity | ESF](https://www.esf.edu/ide/committee.htm)
* The office also has three Diversity Fellows/Ambassadors (Students)
* Other ESF DEI committees, clubs, etc.
  + The Alumni Racial Equity Committee: Working to build a Diversity, Equity and Inclusion plan
  + The Graduate Student Association (GSA): Working to build a Diversity, Equity and Inclusion plan
  + The Undergraduate Student Association (USA): Project Inclusion, Created an Orientation Video
  + BOT DEI Committee
  + IDE Committee
  + EST 296: Diversity and Knowledge of the Environment
  + General Education Requirements, Competency Requirement
    - Middle States, SUNY General Education Framework (Link?) 1:39
  + Tom Carter- Global Learning for All
  + Speak to 132 Class: Incoming Students must take this class
  + ESF in the HS (<https://www.esf.edu/apply/firstyear.htm> )
* Need to get financial partners to support our initiative
  + Grants
    - ORP
    - ESF College Foundation
  + No professional grant writer on campus
  + Johnnie Hill-Marsh would be a good resource for writing grants
* The Committee wants to meet in October. Wants to bring in offices such as Financial Aid, Foundation, Admissions & EOP

1. **Action Toward Recommendations for the BOT and Campus –** *Trustees**Linda Brown-Robinson and John Bartow*

* Trustee Bartow mentioned that the categories below are the 5 broad categories of the SUNY Wide Strategy Action plan. ESF will have to report to SUNY how we are advancing each one of these points. Paul recommended organizing the people we want to talk to around these action steps.
* Close student academic equity gaps
* Create a more inclusive culture at ESF
* Embed Racial equity into curriculum and racial equity/diversity of students
* Support and strengthen the role of the Chief Diversity Officer at ESF
* Increase diversity of faculty and staff at ESF

Dr. Malika Carter mentioned the information below.

* Close student academic equity gaps (graduate and undergraduate admissions, alumni foundation, ESF foundation)
* Create a more inclusive culture at ESF (Dr. Lizette Rivera of OIDE & Student Affairs - Dean Lombard)
* Embed Racial equity into curriculum and racial equity/diversity of students (Academic Governance Leadership… Gary Scott/Brandon Murphy)
* Support and strengthen the role of the Chief Diversity Officer at ESF (Co-leader, Inclusion, Diversity and Equity President Mahoney - supervisor to CDO role)
* Increase diversity of faculty and staff at ESF (Human Resources)
* [EOP | Educational Opportunity Program | ESF Students](https://www.esf.edu/students/eop/)

1. **Adjournment**

The meeting was adjourned at 12:20 pm

Minutes respectfully submitted by Baylee Woods.