1. Inclusive Community Strategic Plan Update

**MeShawn Green** updated us on the ICSP

The strategic plan was shared with the cabinet. We are going to actively move toward creating the document to share with the campus.

The steering committee was open to all members of the UCO campus community including students and alumni on the steering committee.

Currently in phase two- define diversity equity and inclusion.

Seeking to answer: Where do we see ourselves in 5 years?

The committee meets bimonthly. They are aligning their efforts with the history of the institution and with the institution’s goals.

2. Curriculum Sub-Committee Update

**Lindsey Churchill** - Last fall we looked at the required diversity courses to expose all students to diversity and inclusion. They incorporated feedback from faculty and staff into their proposal. It was then presented to the provost who was supportive of it. They will introduce the proposal to the faculty senate and to the dean’s council to talk about implementation and make it a process of shared governance. Once it has been submitted to the Faculty Senate and Dean’s Council it will be sent to dept. chairs. There will be a screening process for courses.

3. Continuous Cultural Competence Update

**MeShawn Green** - CCC would require 3 hours of professional development activities on diversity and inclusion per year for faculty and staff. There are already some workshops in the works for this initiative. If you would like to host a session, you can submit it for review. This will be rolling out in the next week.

There was some concern about this being required for faculty and staff who are over extended and poorly compensated. Concerns about this should go to deans as this has passed through faculty senate.
4. UCO Land Acknowledgement

Dene Roseburr-Olotu requested feedback from the committee before presenting the UCO Land Acknowledgment Proposal to the cabinet. The proposal is to incorporate land acknowledgments to the UCO culture, before class, before events, etc.

The committee broke up into break-out rooms and reconvened to discuss their feedback.

Some feedback included:

The language should acknowledge that the total number of tribes is not accurate because of forced migration and tribe integration.
The 39 indigenous nations are only the ones currently recognized by the US gov.
Some tribes are not included. Possible re-wording: “Of the X number forced to relocate, 39 are currently recognized”
Maybe there should be two statements for different applications such as on programs for printing.
People can abbreviate the land acknowledgment when they read it and print the entire thing.
Are we missing the opportunity to focus on the positive- some terms are negative.
Doing so could continue whitewashing and we should go with the experts.
There should be a facilitation guide to give to students to provide a learning opportunity through the land acknowledgment.
The need to acknowledge what happened was voiced by the indigenous communities
This is could be part of the school’s branding- create a branding package with land acknowledgment.

5. Inclusive Community Response Team Update

MeShawn Green- Inclusive Community Response Team has been in place since July 2020

Not many incidents have been reported on the biased reporting tool

The team will offer a response if need be and they will gather data which will help them shape the community. They meet once a month talking about case studies, policies, best practices that have a connection to equity inclusivity and Diversity.

6. UCO Diversity, Equity & Inclusion Updates

Various efforts going on across campus

Public Zoom lecture

https://ofew.berkeley.edu/sites/default/files/searching_for_a_diverse_faculty-_data-driven_recommendations.pdf

3-part antiracist pedagogy in partnership with the 21st Century Pedagogy Institute

https://www.uco.edu/academic-affairs/cettl/21cpi/

Workshops would be put forward on the 3rd Friday of the next three months

- Antiracism 101- learn about antiracist pedagogy
- Fostering a Compassionate Class Community
University of Central Oklahoma Committee on Diversity
January 10, 2021
3:30 p.m. – 5:00 p.m
Minutes

• Antiracist Assessment for the Classroom

7. Reports from Faculty and Staff Senates
Brent Wimmer- Staff Senate had a meeting on Feb 2nd - Sonya Watkins presented IT Projects for Covid protocol

8. Reports from Faculty and Staff Associations
Native American Faculty and Staff Association worked on the land acknowledgment document at their last meeting.

The African American Faculty and Staff Association collaborated with ODI and BSA for Black History Month kick-off events.
Presented Stephanie Driver with the “You Made A Difference Award”

Latino Faculty and Staff Association is hosting their first meeting March 5th – all may join. They are continuing advocacy work and continuing to give Dreamer Ally trainings. They would like to host at least one training per semester. Contact Alyssa Provencio aprovencio@uco.edu or Liliana Renteria Mendoza LRenteria@uco.edu to schedule trainings.

9. Other Business
The Office of Diversity and Inclusion is coordinating campus-wide Tulsa Race Massacre Commemoration Events: Reclaiming our planet, and Confronting colorism