

The Dean's Advisory Council on Diversity and Inclusion (DACDI)
4/19/23, 9AM to 10AM
Zoom

Present: Ignacio Acevedo-Polakovich, Michele Brock, Soma Chaudhuri, Steve Chermak, Phil DeOrtentiis, Stacy Dickert-Conlin, Noah Durst, Delia Fernandez-Jones, Jinny Han, Andrea Louie, Erin Bunting, Taylor Hughes-Barrow

College Administrative Support: Carole Gibbs (Acting Associate Dean of Diversity, Equity, and Inclusion) and Tom Douglas (office coordinator)

Agenda:

1. Approve the meeting minutes from 3/15/23
2. Representative terms
 - A. Per the bylaws: The term of office for members of College standing committees shall be three years, beginning on the first of the following September. On each standing committee and council, the terms of faculty members will be staggered so that approximately one-third of the members are elected each year to provide continuity. No representative may serve consecutively for more than two terms.
 - B. Plan for Staggering Terms (all are eligible for reappointment to a second term)
AY22/23: Noah, Soma, Steve, Josh
AY22/24: Erin, Michele, Delia, Phil
AY22/25: Jinny, Andrea, Ignacio, Stacy
3. Potential bylaws recommendations
 - A. Composition
 1. Bylaws: One faculty member from each academic unit, one undergraduate student, one graduate student. We are currently voting on updates to the bylaws, such that "faculty member" will include any TS faculty and FT faculty and academic specialists that have been employed at MSU for at least 3 years.
 2. Issue Raised: The lack of staff representation/vote on DACDI has been raised as an issue for the committee to consider.
 3. Three potential ways to address this issue discussed at the March meeting:
 1. Recommend that the College add a staff member to DACDI (this would involve a College bylaws change)
 2. Run relevant issues through the College staff advisory committee (by sending issues to their Chair for discussion and/or the DACDI chair requesting to attend their meeting - nothing in the College bylaws prohibits this collaboration)
 3. Invite staff members to attend DACDI meetings to share their perspective when relevant issues are discussed (this is already permitted in the bylaws)
 - B. Charge
 1. Bylaws: The committee reviews policies and procedures addressing diversity, equity and inclusion and makes recommendations to the Dean,

the Associate Dean for Diversity, Equity and Inclusion, and the College about these matters.

2. Issue Raised: The current committee charge does not adequately reflect the collaboration across unit that helped advance unit DEI policies this year or the need to bring DEI updates back to the units.
3. As a starting point for discussion, please consider the following updated charge:
 1. The committee representatives provide updates on College DEI initiatives to their academic units, collaborate to advance academic unit DEI policies, and review College policies and procedures addressing DEI to make recommendations to the Dean, the Associate Dean for Diversity, Equity and Inclusion, and the College about these matters.
4. Implications of leadership change for DEI
5. New business
 1. Noah and Erin are going to put together the current practices/recommendations of the committee for the committee to review at a future meeting.