



Equity & Inclusion Council  
Regular Meeting Minutes

<b>Date, Time, Place:</b>	Thursday, October 21 at 2:30 PM via Zoom				
<b>Members Present:</b>	x	Latasha Baker	x	Erika Fisher	Darius Sanchez
	x	Raquel Brooks (co-chair)		Davita Gaines-Stewart	x Beth Settle (co-chair)
	x	CiCi Charpentier		Kevin Hunter	
		David Coppins-Crump	x	Chip Keech	Craig Patenaude (convener)
	x	Eleazer Ekwue	x	Daphne Powell	
<b>Proxies Present:</b>					
<b>Members Excused:</b>		Kevin Hunter		David Coppins-Crump	Darius Sanchez
<b>Invited Guests:</b>					

Item/Topic	Discussion/Reports	Assignments/Actions
Approval of Minutes	September 16 Minutes approved with no changes.	
Chair's Report	Discussion with Dr. Murphy is occurring on how to manage membership on the four participatory governance councils given changes over the past year. Updates will be provided as available.	
Committee Reports	N/a	
<b>Old Business</b>		
• Membership	No changes in members	

<ul style="list-style-type: none"> <li>• Meetings</li> </ul>	Set for the third Thursdays at 2:30 PM via Zoom	
<ul style="list-style-type: none"> <li>• The Big Conversation</li> </ul>	Our nomination of Justin Harris was approved by Dr. Murphy.	
<ul style="list-style-type: none"> <li>• Co-Chair</li> </ul>	A replacement for Beth Settle is needed to ensure representation on the College-Wide Council.	
<b>New Business</b>		
<ul style="list-style-type: none"> <li>• HR4140a Classification</li> </ul>	<p>Policy review discussion using the standard questions</p> <ol style="list-style-type: none"> <li>1. Current? Yes, this is the most recent draft of the policy as provided by HR (has been under discussion for approximately 1 year at this point).</li> <li>2. Clear? Mostly. Discussion over the meaning and selection of some language. Recommendations will be made in the report to CWC.</li> <li>3. Fair? Mostly. Discussion over separation of faculty from other Job Classes/ employee groups esp. in the Compensation Review Schedule. More information would be helpful. Recommendation in the report to CWC.</li> <li>4. Additional resources? Not needed.</li> <li>5. Recommendations? Will be summarized and approved by Council members prior to submission to CWC.</li> </ol>	Beth Settle will draft results of discussion and disseminate for Council approval prior to submitting to CWC. (All documents will be sent via email to members and also posted in Teams)
<ul style="list-style-type: none"> <li>• Council Goals</li> </ul>	Will be discussed at the November 18 meeting.	All members please consider goals for our Council for 2021-2022
<ul style="list-style-type: none"> <li>• Questions/ comments?</li> </ul>	None	
Adjournment	Meeting Adjourned at 4:02 PM	
<b>NEXT MEETING:</b>	November 18 at 2:30 PM via Zoom	

Beth Settle, Secretary