

JEI Minutes: May 31, 2023
Note Taker: Jonathan Pringle

- (2 min) Brave Space/Community Agreement on screen as we start, have everyone agree in chat or verbally
 - All in attendance agree
- New [policy suggestions](#) for JEI Trainings (25 minutes)
 - Review comments sent in (linked with “policy suggestions”) and make decisions on what we want to recommend
 - Chair did an overview section and wanted to make sure everyone’s feedback was included and anonymized where appropriate.
 - Kellen reviews specific feedback in the above-linked document.
 - How many trainings should we have?
 - One member likes what was proposed by the largest number of respondents (2 required through JEI; 1 self-selected)
 - This recommendation will move forward
 - Will employees be required to alert JEI and/or supervisor about having completed the trainings?
 - One member supports simply reporting to their supervisor. Reporting to JEI seems like an unnecessary extra step and an extra burden on the JEI committee. Also supports working with the supervisor on what types of trainings should be undertaken specifically.
 - Group reaches consensus on having the supervisor be the main point of contact.
 - Use of MS Teams to engage in subsequent conversation?
 - One member doesn’t like the use of Teams and the frustration that comes from receiving multiple notifications about Teams conversations. A suggestion is made to consolidate article recommendations or web links in some sort of a JEI newsletter. Another member agrees that Teams could quickly become a space that gets a little out of control.
 - Agreement that MS Teams would not be used for this purpose, and that we will table a future conversation around a different platform/mechanism to share information.
 - Add a discussion component to trainings? How to facilitate this?
 - One member suggests a half hour discussion directly after the one hour training; prevents another meeting from getting scheduled directly afterwards. The same member likes keeping it more casual in nature and not asking somebody to come up with questions; more work for them.
 - Another member says that conversations will go one way or another depending on who is attending that discussion. Suggests guidelines for creating a brave space or some other conversational agreement for all in attendance.
 - Another member suggests paying the speakers to attend another 30 minute discussion to facilitate the conversation and ensuring it is

respectful. One of the concerns with this means that it is an extra budget item; it is unclear what our budget looks like at this point.

- Another member expresses concern about what we speak about if the speaker is present, especially if the topic is something that is disagreeable. Another member echoes this concern.
 - The Chair suggests that the format might depend on what the intent of the conversation is. Is it to discuss discomfort? Or to discuss implementation?
 - Another member thinks setting up another time to discuss something that is potentially heavy might be a thing to consider. The Chair reminds the group about the survey results that point to the interest in having people join a guided discussion right after the training.
- Another member expresses support for creating an intentional period of time post-training that can consolidate peoples' perspectives on how they might be able to apply the training in some capacity, but understands that the heaviness/trauma of the topic may result in the JEI committee being responsible for re-traumatizing some attendees.
- Attending two trainings that are roughly an hour reasonable?
 - One member values longer, in-depth trainings. If we could offer longer trainings, no concern about the length of time/commitment. Another member echoes agreement. Not in favor of making things shorter just for the sake of time. Risks impacting quality.
 - Consensus appears to try and keep trainings around one hour, but realize that some may be longer.
- Change the number of trainings overall? Currently 6, but this year has 9. The change being suggested would see 4 required.
 - One member agrees with 4, and wants to ensure the JEI committee still has 'teeth' to provide a baseline for all of HSLIC.
 - Recommendation of a minimum of 4 trainings.
- New JEI Committee Chair (10 minutes)
 - [Share the document for responsibilities](#)
 - No one has reached out yet wanting to volunteer to be chair. Chair will continue over the summer as needed but please be sure to check in on who might want to take this role and reach out to Chair
 - One member gives a shout-out to the Chair for all their work so far.
- Updates on events and other items (10 minutes)
 - Pride
 - Three members describe exhibits that will be going up. There is an exhibit in the lobby and a book display that are both looking amazing.
 - Whiteboard: books and buttons for pride.
 - LibGuide is also up. Lots of new stuff there. Focuses on the trans and drag communities in particular.
 - Blog post and Instagram post will be going up tomorrow (June 1)

- Inclusive Excellence Council meeting
 - Asking each of the representatives from the departments to give a 10 minute spiel about what is going on within.
- College of Population Health becoming the School of Public Health
 - Going to an “accredited” program; unclear whether it is connected to a masters or PhD program.
- College of Nursing: doing reviews of the classes for JEl content in the curriculum. Looking at the Nursing workforce to try and get more diversity within. Incorporating disabled students in the nursing workforce; getting a nursing degree when it demands able-bodied care.