

# AEQUITAS TASK FORCE

## #14 Meeting Minutes

**i** *Date: October 26, 2021*

*Time: 9:00am – 10:30am*

*In Attendance: Terry Nance, Kevin DePrinzio, Jennifer Derry, Steve Sheridan, Hibba Abugideiri, Darryl J. Ford, Tom DeMarco, Crystal J. Lucky, Mike O'Neill, Katie Fischer, Mark Alexander, James Trainer, Sherry Bowen, Ariella Robbins, Alex, Iannucci, Alberta Parsons, Raymond Duffy, Camille Burge*

## OVERVIEW

**i** *Welcome from Terry Nance and Reflection Statement from Steve Sheridan*

Reflection: Thicken my love. Widen my heart. Sharpen my analysis. Enliven my praxis. Embolden my voice. Deepen my rest. Lighten my heaviness. Toughen my skin. Soften my spirit. Strengthen my friendships. Lengthen my endurance. Weaken my ego. Awaken my soul. Refreshen my vision. Hearken to my weary voice, O God. I am your friend & partner in the struggle for a new world. (Adapted from “An Activist’s Prayer” by Terrance Hawkins, an activist and faith leader in Winston-Salem, NC.

For discussion today the committee think about how they will know that Villanova is different or will be different because of the work done on racism. For instance, “A Villanova education will prepare students and faculty to seek justice and work for understanding throughout their lives.”

**i** Updates from Teams/Announcements

Several goal groups gave updates on new developments

**Ariella Robbins and Jennifer Derry reported:** Goal 8a: (Staff Professional Development (Staff)) We are offering a new staff program, called ‘Community Foundations’ and is available through LinkedIn Learning. In conjunction, will also hold in person dialogue conversation sessions so community members will be able to go a little deeper and be able to connect with others across campus. Several community members have registered, so we are excited to see how the in-person sessions will expand and how we will promote it to make it a sustained part of the Villanova staff experience.

As of this morning, 265 staff have already enrolled in the program. We have two of the live discussions scheduled for this semester beginning on November 11 and December 1. Enrollment is growing every day, which is encouraging.

**Crystal Lucky reported:** Nothing new to report for Goal 8B (Faculty Professional Development) at this time. However, for Goal 1 (Academic Antiracist Evaluation), Adele and I have been in touch with all the Deans. They have been given the checklist, and Adele as asked all the Deans to look carefully over the checklist. Then, the Deans will come together to discuss how it will be implemented in their college. After that, will begin working with the department chairs.

**Tom DeMarco reported:** For Goal 6 (Student Relations) We signed the contract with Vector Solutions (AKA: Everfi) the online training module for students, and we also secured funding from the Strategic Plan to pay for it. Our subcommittee is working on how to implement this training for incoming first-year students, starting possibly this Spring for our current students. Vector Solutions is an online training for students, faculty, and staff as well. We have used this module to train in alcohol education, sexual assault prevention for undergraduates, we added a mental health module three years ago and now the diversity, equity and belonging module.

**Jennifer Derry and Ray Duffy reported:** Goal 3A (creating a diverse community for Faculty and Staff) We have invited five Consulting finalists to present to our committee and from that hope to select our partner in evaluating, benchmarking and analyzing our hiring structure at Villanova and make some recommendations on how we can make some shifts here and do things differently.

**Katie Fischer reported:** Goal 7 (Communications) We had six to seven firms apply to our RFP and we narrowed that group down to two finalists. Our committee and executive leadership team met with the two Consulting Firms. We have selected the one that will work for us and there is a Villanova connection so there will be a strong sense of our values and mission which will be beneficial. Will notify the selected firm shortly and hope to begin the process soon.

## Outcomes

### Outcomes Group Work by Pillar of Impact

- Edward Fierros gave the committee on Explanation of Outcomes Work. Thinking about the big picture.
- Outcomes are ways of showing external audiences what we have been doing and how this helps us in our work to advance diversity, equity and inclusion at Villanova.
- I have used examples from Damon Williams' book *Strategic Diversity Leadership*. He uses a diversity score card and I have been mapping the diversity score cards on to the equity work we have been doing
- The question I ask is how will this work impact a particular group of individuals? Particularly students, when looking at the three pillars of impact. How will each pillar efforts, effect students?
- Thinking about diversity, equity and inclusion doesn't necessarily mean always thinking about race it's being antiracist. And thinking about how other marginalized groups on campus are experiencing the University. That goes of staff, students, and faculty. Always looking at these larger diversity umbrella terms to assess our work and see how we are doing is necessary and mapping them out to get outcomes is how it works best.
- The only way we can know that outcomes are happening is when somebody writes them down in a place that is assessable to people outside our community. I've talked to a few diversity officers in other institutions who are doing good work, but their websites have no evidence of it. So, when you look at it from the outside, it may be on the inside of the house it looks like things are going well but people on the outside don't know about it.
- In the next part of the meeting the steering committee addressed this question.: What is the impact/import of the committee's work?
- It is important to identify outcomes because outcomes are about what happens as a result of objectives and outputs.
- After this brief discussion, the committee formed breakout groups based on the three pillars of impact.:
  1. Teaching & Learning
  2. Living & thriving
  3. Culture.

Each group was asked to write a grounded statement for their pillar of impact that were later shared on the Jam Board lead by facilitators Sherry Bowen and Hibba Abugideiri.

## Timeline for Execution

### Upcoming Meeting Timelines

**Overview of Upcoming Meetings:** Terry Nance

#### **Meeting 15**

November 12 at 9:00am; Future of Aequitas Task Force

#### **Meeting 16**

December 7<sup>th</sup> at 9:00am; TBD