Meeting Notes

Attendees: Darryl Arrington, Stephanie Baugh, Min. Jene Colvin, Donyiel Crocker, Ava Francis, Valerie Johnson, Jonathan Montgomery, Jose Perales, Shajuan Young

Guest: President Rob Manuel

I. Welcome and Introductions

The committee did brief introductions. Shajuan introduced President Rob to provide context for the Black Equity Initiative and the BEI Committee.

II. Purpose and Goals

President Rob provided context about this committee.

There were times when voices raised, ideas brought forward, and actions faltered. When we think of Black experience on campus it is easy to see gaps that we fall short on what we deliver, for years, generations. The concept of the BEI bringing to the forefront, this is what community wants and needs, lots of different ways to engage, I recently joined, what I hope this group can do is to provide action, plans, and path forward, discuss historical obstacles and blind spots to making DePaul as supporting and motivational for black student.

We can identify the problems and defense of why they exist and try to figure out path forward, cognizant that we might look at programs, policies but also focus on immediate things to change the environment to be supporting and comforting to the Black/AA community that we have. Have the gaze be immediate and long-term. Tap into your experience to create plan and actions. I’ve seen ill effects of inaction, work with me to create the solutions that we can implement. I rely on your expertise as professionals to create not momentary Band-Aids but long-term solutions.

AANAPISI status, HSI and BEI, + Religious, LGBTQ, Disabilities in our midst, we have to expand working groups to include them.

Whatever your length to attachment to these questions, and frustrations to inaction of the past, invite me one more time into the second inning to help craft the resolutions to each of these.
III. Priorities and Action Planning

- We will work on a logic model to assist with resources, priorities and implementation.
- We will have a timeline to mark our milestones and keep up focused.
- We will create subcommittees to enhance the efforts of our committee.
- We have three months to submit and publish the BEI plan.

IV. Meeting Schedule

The committee discussed the expectation the time commitment. We will meet monthly for an hour. The subcommittee meetings will happen at the discretion of the respective group.

V. Vision and Priorities

Safe spaces for students are a priority.

We will align Designing DePaul book to the BEI charge. We will create a roadmap that will guide our work. Logic model will be created before the end of January. We want to ensure our resources are used to their best capacity.

Black students and staff, and faculty have been left behind. More developmental opportunity for Black faculty, 7% of faculty, 12% of departures, staff are pigeonholed in jobs and no pathway to leadership. Come together as a community. Navigating a chilly environment and feel unheard.

Restore funds for Sankofa and CRCs. Sankofa funding is needed. They can no longer afford to have 2-day off campus retreat.

We need mentorship and sponsorship. Need to value black students, black faculty, black staff.

Need Targeted Recruit strategy: Black student Catholics to DePaul

Need more than a stated intention but also resources.

Ava gives an account of a student choosing DePaul because there was a Black Cultural Center. At least I know there’s something there for me. Just the 3rd floor at OConnell and Levan will help. A stable space is so helpful for the livelihood for all our students.

A new Black student experiences and marquis event throughout the year for them. Welcome Black week, a cookout, DJ on the Quad, grilling on the Quad, Need to promote Black CRC for graduate students. Expansion of these spaces will help our students and university.
Should raise titles from Program Managers (Coordinators) to Directors of Cultural Center. Cultural centers have saved many students from leaving DePaul. Don’t just bring in students, but also support them.

Figure out campus life at the Loop, not just Lincoln Park. Funds for Black Graduation and other priorities. Experiences outside of the classroom. We need a reputation that we are supportive of Black students, tell our stories from recruitment to graduation.

These issues are not new, we are at a pivotal moment in the Black community at DePaul, past neglect has been intolerable. We should have admin assistance for us to come together. Some seed money associated with BEI. This initially came about because of our dialogues of AANAPISI and HSI (Both of these exceed our BEI students at DePaul.) 90% of black students are at PWIs.

What about resources?

We’re not here to complain but to work.

Barriers, what are our barriers? How are they systemic barriers?

Need locker rooms for our teams.

VI. Next Steps and Adjournment

The priorities from today, the OIDE Blueprint document and DPUBLIC’s 37 recommendations will be used to create the logic model for the committee to work from.

DEI Summit Blueprint (priorities) will be aligned with BEI, and Design DePaul and 37 recommendations that Black community at DePaul made to President Esteban (priorities).

a) The next meeting
Shajuan will schedule the next meeting for November.

The meeting adjourned at 1:00 p.m.