

Minutes

Members Present: Adraine Jackson-Garner, Alesia Smith (chair), Angie Carter (deputy chair), Bruce Ransom, Harrison Pinckney, Jada Ford, Jerry Knighton, Kaifa Roland, Kendra Stewart-Tillman, Kesha Williams, La'Toya Maddox, Lisa Robinson, and Pamela Hawthorne

Members Absent: Kellye Whitaker, Oliver Myers, Rhondda Thomas, and Simeon Mckelvey

Intern: Matthew Jordan

Other: Karon Donald (CUCDI Program Manager)

Guest: Mary Erin Morrissey, Rosa Grayden, and Tessa Byer

Call to Order: Alesia Smith (chair) called the meeting to order at 11:03 a.m.

Approval of Minutes from February 11, 2022:

Bruce made a motion to approve the minutes from February 11, 2022, and it was seconded by Kesha. The motion passed and the minutes were approved.

Financial Update:

The CBE budget for FY22 is \$6,200 from E&G, \$3,750 of Foundation funds, and \$1,500 for Kwanza vending (\$11,450 total). The current remaining budget is \$8,450.00. The Commission spent roughly \$2,200.00 on event purchases from the Black History Month Luncheon with the City of Clemson and the Clemson Area African American Museum (CAAAM). There are plans to spend most of the remaining budget on events and any remaining money will be considered to be donated to the CAAAM.

Committee Reports:

A. Faculty

- i. Faculty Writing Retreat – Pushed back from May 17-19 to May 18-20. Registration form is almost done and will be released after Spring Break. In partnership with the Commission on Latino Affairs, a method has been created to determine who needs help with scholarships for the retreat.
- ii. Faculty Retention – Harrison brought up the fact that several Black faculty members are leaving the university. Some are leaving for a lack of promotion opportunities including difficulties with obtaining tenure. Commissioners expressed an interest in the Provost contacting each college's dean to discuss why retention rates are so low among faculty of color. Alesia and Kaifa plan to reach out to the Office of the Provost to start discussions pertaining to this issue with the help of other university commissions.
- iii. Lunch and Lecture Series Speakers – Harrison wishes to develop a more systematic approach to determining who gets to present at the Lunch and Lecture Series. Alesia suggested that the Commission reach out to all Black faculty to offer them to present to the Commission and the Faculty Committee could vote on who gets to present.

- B. Staff – Scheduling a meeting to discuss the literacy program and how it can be continued. Rosa met with the Commission on Women who are wanting more racially diverse representatives on their Commission. They have a specific desire to add a Black custodian to their Commission.
- C. Students – Will be hosting focus group discussions for Black students to express their concerns and talk about their experiences. There will be four focus groups with six to eight students in each focus group. Peer Dialogue Facilitators from the Gantt Multicultural Center will help with facilitation. Student participants will be given a journal, a t-shirt, and food for their participation.
- D. Alumni – Created a plan to produce a list of boards on campus so the Commission is able to recommend alumni to serve on these boards. Also looking into more award opportunities to recognize the work of Black alumni.
- E. Community – Foothills Clinic is forcing their only Black employee out of their practice. Commissioners agreed to submit a letter of support for this employee. There is also a Black community in Central in which the property owners are selling and creating a forced eviction.
- F. Events and Planning – No updates.
- G. Marketing and Communication – No updates.
- H. Strategic Plan – No updates.

Old Business:

- A. The Scholarship Reparations Student Leadership Team – The student leadership team met with Staff Senate and received their full support. Conversations are now underway between Staff Senate and Faculty Senate. The student leadership team has been invited to speak in front of the Executive Leadership Team (ELT) and the Council on Diversity and Inclusion. Currently, members are meeting individually with members of the ELT to answer questions and diminish concerns. Matthew is hoping to present in front of the Board of Trustees during their April meeting.
- B. Faculty Open Seat – Tabled until April meeting.
- C. Group Photo – A group photo and individual headshots were taken.

New Business

- A. Staff Open Seat – Tabled until April meeting.
- B. Student Internship – Tabled until April meeting.

Announcements

- A. None.

Adjournment – Meeting adjourned at 12:11 p.m.