April 25 DEI Committee Meetings Notes  
Microsoft Teams

**Attendees:** Marci Heidt, Alan Marsee, Joe Howell, Leah Limbaugh, Cami Reid, Laken Long, Sam Schmoker

**Minutes**

- We reviewed the five committee charges from 2022:
  - Assemble a team of advisors from across the University to share passion for diversity, equity, and inclusion and foster positive change
  - Develop a diversity statement to be approved by the University Advising Network
  - Create a climate survey and enhance existing surveys for students and staff to solicit feedback on the current state of inclusive excellence in advising
  - Provide recommendations to the Advisor Training and Development team on DEI education events
  - Build a culture of appreciation for diversity, equity, and inclusion and foster a sense of belonging amongst students and advisors

- We agreed that the second committee charge regarding the diversity statement had been completed, but that the third and fourth committee charges around the climate survey and DEI education were on-going.

- We reviewed and discussed the new directions for the committee to go into in 2023, to include:
  - Access to Experiential Learning opportunities for all student identities, with particular emphasis on First Generation/Pell Eligible and Underrepresented Minority Students (as identified in the QEP).
  - Integrating a global/international student perspective into DEI work in advising
  - “stronger support for ALL students who are diverse”
  - Fostering student responsibility in academic advising, with a particular lens to underrepresented identities (i.e. first generation students).

- **DEI Education**
  - Navigating Racial Trauma in Higher Education (Dr. April Scott)
  - How advisors can understand student backgrounds
  - How advisors can create inclusive spaces in advising
  - How to leverage inclusive advising to break down barriers
  - DEI training for advisors in the onboarding process
  - Safe Zone Training for advisors
  - (Dis)ability inclusion in academic advising (beyond SDRC resources)
  - Advisor-led DEI training
• We elevated Experiential Learning as a key theme to focus on in 2023-2024 and shared many ideas for committee work to include:
  o Identifying standardized “best practices” for integrating Experiential Learning conversations into advising
  o Developing a resource for advisors documenting funding opportunities to support engagements
  o Facilitating education for advisors on how to find experiential learning opportunities within one’s own department or college
  o Advocating for a greater access and participation among diverse student identities in experiential learning engagements

• We drafted the language for a potential committee charge: “Develop a working definition of and promising practices for experiential learning in advising and cultivate resources to ensure student accessibility.”
  o Caleb will follow-up with Claire about this charge, as there are already several existing channels that support Experiential Learning in advisement, to include the Experiential Learning Community of Practice and the Center for Integrative and Experiential Learning. Need to delineate how our ideas fit into larger efforts so as to not duplicate or overtake any existing structures.

• We signed up for subcommittees:
  o Experiential Learning
    ▪ Alan Marsee, amarsee@mailbox.sc.edu
    ▪ Marci Heidt, mmheidt@email.sc.edu
  o DEI Education
    ▪ Leah Limbaugh, limbaugh@mailbox.sc.edu
    ▪ Joe Howell, howelljj@mailbox.sc.edu
    ▪ Cami Reid, reidce2@email.sc.edu
    ▪ Amanda Heinsman, heinsman@mailbox.sc.edu
  o Climate Survey
    ▪ Sam Schmoker, schmoker@mailbox.sc.edu
    ▪ Laken Long, lakenl@mailbox.sc.edu
    ▪ Joe Jones, jones7@mailbox.sc.edu
    ▪ Patrick Wilson, wilsonpr@mailbox.sc.edu

• We discussed meeting timeline for next year. Agreed to meet in August, October, and December as a larger group, and to meet with subcommittees on a more regular basis in between the larger group meeting.