Attendees: Marci Heidt, Joe Jones, Ray Knight, Alan Marsee, Nancy Tolson, Joe Howell, Leah Limbaugh, Cami Reid, Amanda Heinsman, Laken Long, Sam Schmoker, Patrick Wilson, Claire Robinson

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

- Caleb thanked all the members of the 2022 committee, with special recognition to Hannah Quire for her work on the Climate Assessment questions and building the content for the website, Megan Stanley Myers for her work on the DEI Statement, and all who will continue on the committee into 2023: Amanda Heinsman, Laken Long, and Sam Schmoker.

- We recognized all who joined the committee in 2023, to include new representation from the Education Abroad Office, the International Accelerator Program, the Walker Institute, and the African American Studies Program.

- We reviewed the DEI Statement developed by the committee in 2022 and approved by UAN on October 19, 2022.

- We reviewed the questions developed by the committee in 2022 to be proposed to be added to the Post-Appointment Survey and the Census Survey. Claire shared an update on the Census Survey and alignment with longitudinal assessment efforts. We discussed the purpose of climate questions as an avenue to understand the experiences of students of all identities and have data that can shape training offerings. (see July 2022 and August 2022 meeting notes for the questions).
• We reviewed attendance date from Spring 2022 DEI Education Offerings: the DEI in Advising series and the monthly DEI Dialogues:
  o **DEI in Advising Series**
    ▪ Ran three times in 2022.
    ▪ The purpose was to explore diversity, equity, and inclusion concepts, engage in self-reflection, and apply DEI principles and resources to advising practice.
    ▪ Attendance Breakdown: 17 advisors total -
      • 6 UAC Academic Advisor
        o College of Hospitality, Retail and Sport Management (1)
        o First-Year Undeclared Academic Advising (1)
        o Exploratory Advising/Academic Coaching (2)
        o University Advising Center Administration (1)
        o Department of Biological Sciences (1)
      • 2 Full-Time College Academic Advisor
        o College of Hospitality, Retail and Sport Management (1)
        o School of Visual Art and Design (1)
      • 1 Faculty Advisor
        o College of Engineering and Computing (1)
      • 1 Partial-time College Academic Advisor
        o College of Engineering and Computing (1)
      • 7 Program Advisors
        o Opportunity Scholars Program (2)
        o Center for Integrative and Experiential Learning (1)
        o South Carolina Honors College (3)
        o National Fellowships and Scholars Program (1)
  o **DEI Dialogue**
    ▪ Ran monthly in Spring 2022.
    ▪ The purpose was to dialogue on topics involving diversity, equity and inclusion to emphasize discussion and sharing of experience.
    ▪ Attendance Breakdown: 11 advisors total (not duplicating the DEI Series)
      • 4 UAC Academic Advisors
        o Darla Moore School of Business (1)
        o Exploratory Advising (2)
        o University Advising Center Administration (1)
      • 1 Full-Time College Academic Advisor
        o College of Information and Communication (1)
      • 6 Program Advisors
        o Opportunity Scholars Program (1)
        o South Carolina Honors College (2)
- National Fellowships and Scholar Program (3)
  *See Advising and Academic Advising section of UAC Impact Report for definitions of campus advising roles (p. 13).

- We reviewed the Diversity, Equity & Inclusion Advisor Toolbox website.

- We discussed 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 discussed next steps for the group. Will meet in late April/early May to solidify committee charges for 2023-2024 and assemble new subcommittees.