

NTID Faculty Congress NFC Meeting Minutes
September 1, 2020
12 – 1:30 pm via Zoom

Chair: Mark Rosica
Vice-Chair: Jessica Trussell
Communications Officer: Adriana Kulakowski

Attending: Jessica Trussell Mark Rosica, Adriana Kulakowski, Stephen Aldersley, Sandra Bradley, Catherine Clark, Bonnie Jacob, Luane Davis Haggerty,

Patti Durr, Marcus Holmes, Mark Jeremy, Edward Mineck

Guest Speaker: Gerry Buckley

Notetaker: Adriana Kulakowski

| Agenda Item | Discussion / Status | Action Items |
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| 1. Welcome new NFC members | <ul style="list-style-type: none">• Department of Information and Computing Studies: Mark Jeremy will replace Tao Eng.• Department of Liberal Arts: Stephen Aldersley will replace Jennifer Gravitz <p>We wish to thank Tao and Jennifer (in memoriam) for their years of fine service to NFC and NTID.</p> | |
| 2. NFC Meetings | <ul style="list-style-type: none">• NFC meetings will be held every two weeks via Zoom however, hold the time for every Tuesday in case there is additional NFC business.• Mark Rosica NFC Chair, is in the retirement transition process. A replacement is needed for the spring semester.• Jessica Trussell will be stepping down as Vice Chair at the end of the fall semester. A replacement is needed for the spring semester. | |

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| <p>3. New Business</p> <p>a. Diversity Anti-Racism Draft Plan</p> | <ul style="list-style-type: none"> ● Gerry Buckley has asked NFC to collect feedback from all the departments regarding the NTID's Antiracism and Social Justice Action Plan. Once the feedback is collected, Gerry would like a collective summary of the feedback results. After reviewing the Draft Action Plan, NFC has the following questions, concerns, and possible revisions that were mentioned during the NFC meeting: <ul style="list-style-type: none"> ○ Make the document a more readable report that provides more leading questions. Possibly make it more visual (pie graphs, special headers, etc.). ○ It would be helpful to include plans connected with budgeting, when projects will start, associated timelines, who will be responsible for each effort, etc. ○ How will RIT's plan fit in with the NTID Plan? ○ It needs to be written in a format so we can collect or solicit clear feedback from faculty. ○ Some of the data (stats) should be in the body not as an attachment for comparative purposes. For example, define minority tax. ● NFC could possibly develop a Qualtrics survey that will be sent to all constituents regarding the Diversity Anti-Racism Draft Plan. Faculty may also provide feedback directly to Gerry by accessing the website listed in the Plan. Feedback from the NFC constituents will be gathered and summarized in a report that will be given to Gerry Buckley by Friday, September 18, 2020. The deadline for providing feedback to the NFC Rep is Tuesday 9/15/20. | |
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| <p>4. Discussion with Gerry Buckley</p> | <ul style="list-style-type: none"> • The following topics were mentioned during Gerry's discussion: <ul style="list-style-type: none"> o External feedback and discussion ideas have already been collected to generate a 28 action step plan against racism. Gerry is asking NFC to gather and collect internal feedback and ideas regarding the 28 action steps. Eventually Gerry would like to create a final report of the Plan by October 1, 2020. o We have increased our faculty and staff of color from 12% to 15%. By 2025, NTID's goal is to have over 20% faculty and staff of color. o How RIT's plan will fit with NTID's plan: <ul style="list-style-type: none"> ▪ RIT is considering making Juneteenth an official holiday. ▪ RIT is considering creating a Black Studies major or minor. ▪ Each college at RIT will develop their own Anti-Racism and Social Justice plan. NTID will coordinate its plan with RIT/President Munson. | |
| <p>Meeting was adjourned</p> | <p>1:38 pm</p> | |