# NTID Faculty Congress NFC Meeting Minutes

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

**September 1, 2020**  
**12 – 1:30 pm via Zoom**

**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

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- Department of Liberal Arts: Stephen Aldersley will replace Jennifer Gravitz  
We wish to thank Tao and Jennifer (in memoriam) for their years of fine service to NFC and NTID. |              |
| 2. NFC Meetings             | - 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. |              |
3. New Business  
   a. Diversity Anti-Racism Draft Plan

- 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:
  - 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.
4. Discussion with Gerry Buckley

- The following topics were mentioned during Gerry’s discussion:
  - 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.
  - 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.
  - How RIT’s plan will fit with NTID’s plan:
    - 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.

Meeting was adjourned

1:38 pm