

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
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.	

<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>	