



College of Arts & Sciences Managers' Meeting

Wednesday, July 14, 2021

10:30 a.m. – 12:00 p.m.

Recording

1. **Welcome** – Roseanda Hall, Senior Director of HR Shared Services

Kate Henz – Please welcome our new associate Dean for diversity, equity, and inclusion in the College of Arts and Sciences, Dr. Karla Slocum.

2. **National Conference on Race & Ethnicity** - Lachonya Thompson, Director of College Initiates

[Link](#)

Lachonya Thompson – Attended the National Conference on Race and Ethnicity and shared some of the sessions and lessons.

Antiracist Strategizing for Executive and Other Diversity Officers. There is more than one kind of racism: Anti-black, Institutional/Systemic, Structural, Aversive. Anti-racism is about dismantling Whiteness and White Supremacy (NOT White people), ensuring policies/programs are anti-racist – If the policy/initiative/programs and intentionally creates or promotes racial equity and/or promotes antiracist ideas. It involves a balance of voices from BIPOC in the design and implementation, equitably reciprocal by all parties and understand the barriers you will encounter: Denial, “Colorblindness”, Inability to recognize Whiteness and White Privilege, Apprehension to participate, and Illusion of change and accountability.

Some tools/strategies that can be used: Review Policies, involve everyone, engage in race talk, focus on assistance not resistance, Inclusion and intersectionality and Practice what you preach/teach.

How to Have Authentic & Transformative Conversations About Racism. Using the Art of Mindful Inquiry. Ex. “What I heard you say was...”. This allows for reflection of how it affects you and what is needed or wanted. Creating and implementing a DEI Strategy: Build high-level buy-in and support, get organized and implement, create leadership roles and structures, Budget planning, Engage the community, and evaluate and assess.

The 10 Myths of Social Justice:

Social Justice is a “vague” concept with no scholarly basis.

Social Justice is just “diversity” and “multiculturalism” renamed.

Talking about social justice moves us away from conversations on racism, sexism, classism, etc.

Higher ed professionals are “good people” and thereby the concepts of social justice are in their nature.

Social Justice does not welcome “conservative” voices and views.

The concepts of spirituality and social justice are not compatible.

Social Justice focuses on “action” rather than “personal work”.

Students who have studied abroad are more aware of social justice issues.

Students aren’t interested in social justice issues.

Social Justice is a “liberal” cause for idealists.

Each of these sessions were highly interactive. There was some doubt about attending virtually but the quality of the engagement was really, good.

Inclusive Excellence, diversity, equity, and inclusion, diversity, Equity inclusion, and belonging. Sometimes the words are arranged differently.

There's a lot of different ways that the work is called, some people talk specifically about social justice. There are a lot of different terms to know and then there was a high emphasis because this conference was specifically for higher ed diversity conference, specifically, for higher ed.

There are social structures in our society, where Race Matters and has significant implications for groups and ignoring that, you know, invalidates or undermines those experiences. Inability to recognize whiteness and white privilege. So, just because it has never happened to me. Therefore, it must not be a thing, I'm not a racist and so, therefore, racism must not exist, or I haven't experienced that.

The College has already started looking at our chair and director, appointment, procedures, and stuff. How leadership positions are appointed in the college broadly and making sure that we have transparent and consistent process. So just reviewing our policies to make sure that our policy and ethics office has been working to design a rubric and Equity rubric to help with review of administrative policies across the campus.

3. Facilities/Return to Campus - Kate Henz – Senior Associate Dean for Operations & Strategy

There are so many things that that are layered on top of coming back to campus, that everybody just wants the reassurance that people will be, graceful, and compassionate and empathetic with each other. Managers and those around you are responsible for your own team. Please practice those characteristics with your own staff.

Our goal is to share information with you all and for managers to be able to ask questions. The virtual meetings are meeting the objective so much better than in person. We can re-evaluate and any point maybe down the way and test out a hybrid model. In a suite of offices, consider using headphones for calls and meetings since all meetings will continue to be held virtually.

With Hamilton closed for construction, Department's you know trying to relocate faculty who are interested in having an office, temporary office over the summer, and are supposed to be back online, beginning of the fall semester and faculty member. Please reach out to Kate. Surplus is currently open to UNC staff and faculty. There are desks available, but deliveries do not begin until mid to late August.

4. Finance Updates – Elizabeth Bakanic, Associate Dean, Finance & Budget Management

CAS Expenditure guidelines are being updated and will be released soon.

The commitment import with the initial things ready by the end of the month. Trust allocation and the salary for any new hires the payout process. The Bas are waiting for central campus to close fiscal year 21. Once they do that, we'll be ready to kick off the payout process.

5. HR Updates – Ashante Diallo, Associate Dean, Human Resources

Orientation is well into August, it does not address any benefits, it's hosted by the college. I just want people to understand that benefit and orientation and all that stuff. They want you to sign them up but do not be confused with the new faculty orientation from the college that's hosted by the college.

Next Meeting:
Wednesday, August 11, 2021
10:30 a.m. – 12:00 p.m.
Via Zoom