

## **MEETING MINUTES**

*Approved by the Committee on Equal Opportunities, April 24, 2023*

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Who: Kentucky Council on Postsecondary Education  
Meeting Type: Committee on Equal Opportunities  
Date: January 23, 2023  
Time: 1:00 p.m. ET  
Location: Virtual Meeting via ZOOM Webinar

### **WELCOMING & CALL TO ORDER**

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The Committee on Equal Opportunities (CEO) met Monday, January 23, 2022, at 1:00 p.m., ET. The meeting occurred virtually via ZOOM webinar. Chair Elaine Walker presided.

### **ATTENDENCE**

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Committee Member attendance:

- Attended: Whitney Allen, David Carpenter, Robert Croft, Kellie Ellis, Luv'Tesha Robertson, Faith Kemper, Elaine Walker
- Did not attend: Maira Gomez, Rochelle Brown

Gaines Brown, CPE's Associate for Diversity, Equity & Inclusion, served as recorder of the meeting minutes.

### **APPROVAL OF THE MINUTES**

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The minutes of the October 2022 meeting were approved as distributed.

### **WELCOME & CPE UPDATES**

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CPE President, Dr. Aaron Thompson, presented updates on the effects of economic inflation on postsecondary education within the Commonwealth and the affordability of educational attainment.

CPE Vice President and General Counsel, Travis Powell, provided an update on the developments at Kentucky State University. Currently in month 3 of the management improvement plan and working on galvanizing the financial clearinghouse.

## **STRATEGIC AGENDA FOCUS AREA OVERVIEW**

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CPE Executive Vice President for External Affairs and Economic Partnerships, Dr. Rick Smith, presented on the CPE Strategic Agenda focus area of Talent detailing how equity is being implemented as a cross cutting priority. Key points included: the significance of students obtaining training through coursework that will prepare them for entry into the job market; recognizing that many careers are at risk of job loss due to the advancement in technology with automation and how this will disproportionately affect people of color and; grant programs and economic partnerships are being implemented to create opportunities for URM students to train for careers in nursing with the Healthcare Workforce Collaborative.

## **CPE INSTITUTIONAL DIVERSITY STRATEGY REPORTING OVERVIEW**

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Gaines Brown, CPE Associate for Diversity, and Inclusion presented an overview of the Institutional Diversity Plan Report Evaluation Process noting that institutions will be submitting their reports on March 1, 2023. Review teams consisting of both CEO and CPE members are being formed and will have a calibration meeting in February for training on reviewing and scoring the reports. The institutional diversity plan report scores will be presented to the CEO at its next meeting in April.

## **STATEWIDE DIVERSITY POLICY BRIEF: LESSONS LEARNED FROM FIRST ITERATION OF THE DIVERSITY POLICY**

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Jessica Romious, CPE Senior Associate for Diversity, and Inclusion presented a preliminary report on best practices and lessons learned from the annual reporting of the institutional diversity strategies review process. CPE highlighted the progress of institutions from the initial implementation of the statewide diversity policy. Sample campus scorecards were shared demonstrating the metric progress over the duration of the policy and sample best practices that have been used for each of the three focus areas, opportunity, success, and impact, were highlighted from some institutions.

## **RECOMMENDATIONS FOR REVISIONS TO STATEWIDE DIVERSITY POLICY**

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Dr. Dawn Offutt, CPE Executive Director for Initiatives for Diversity, Equity, and Inclusion presented a preliminary set of recommendations for revisions to the current diversity, equity, and inclusion policy and report evaluation process. The current recommendations include the transition from annual reports to biennial reports;

revising certain terms and definitions; including language for the promotion of free speech on campuses and providing more guidance on the number of strategies to include in the institutional diversity plan.

## **ADJOURNMENT**

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The Council adjourned at 3:13 p.m. ET.