

EIDA Committee Meeting

January 15, 2025

ICEBREAKER

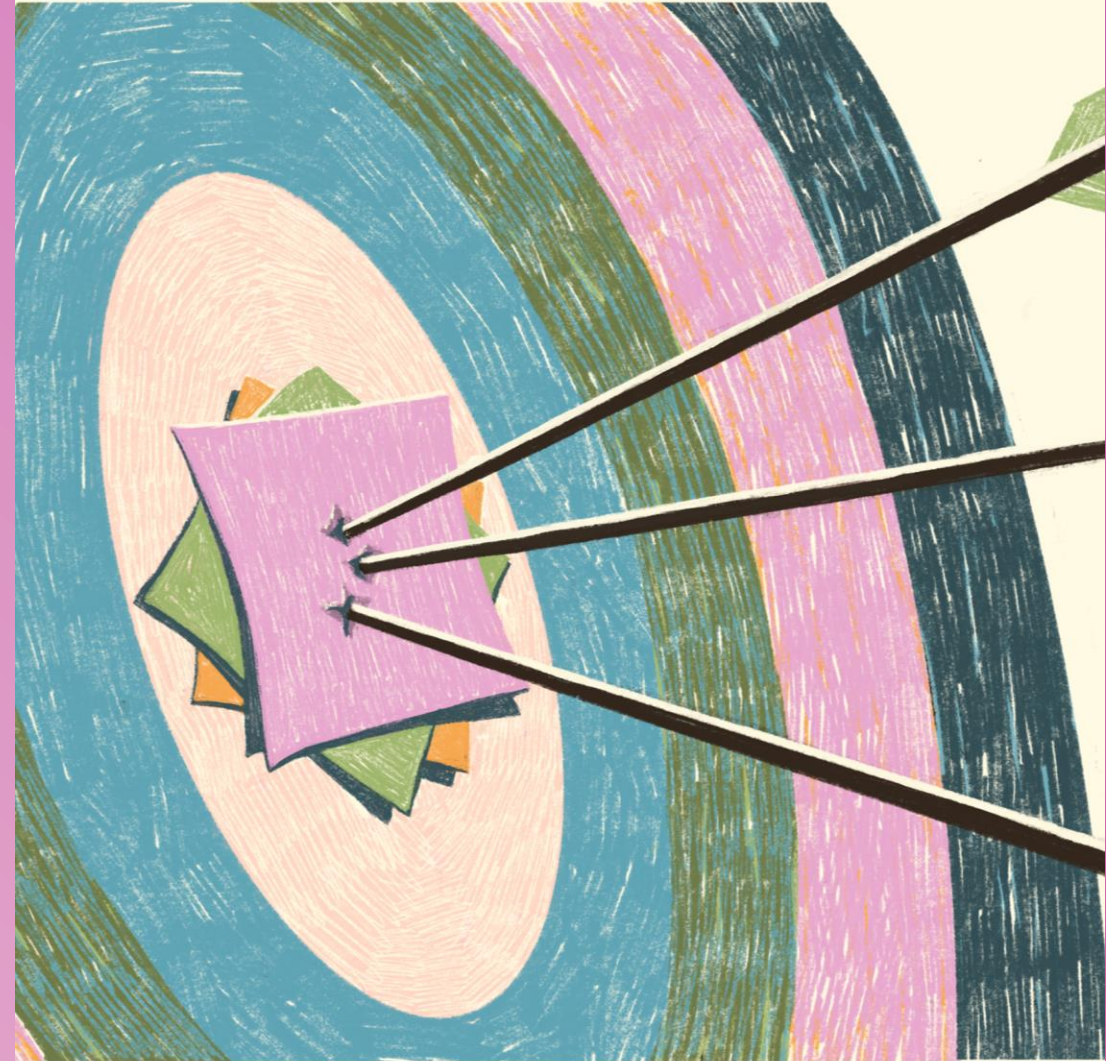
What's your love language?

- Gifts
- Words of Affirmation
- Touch
- Quality Time
- Acts of Service
- Something else!

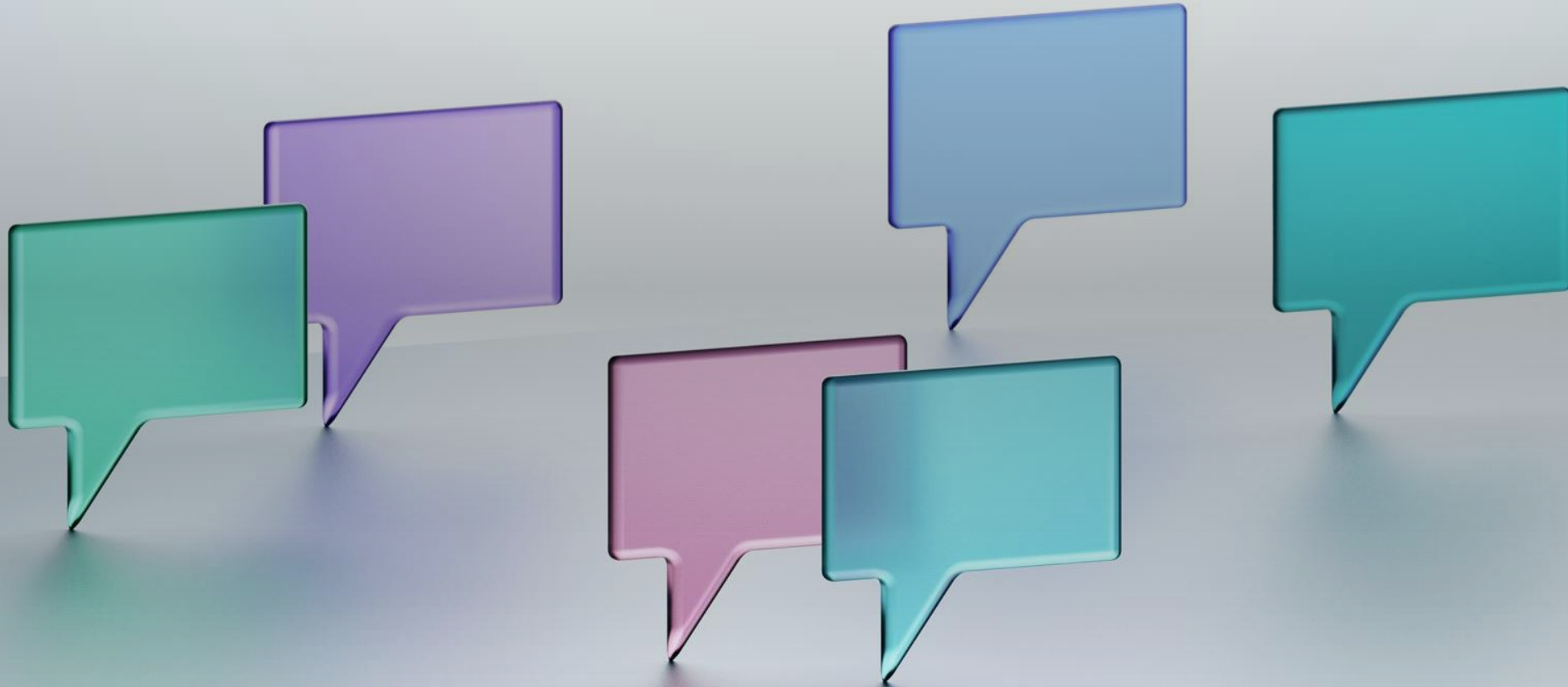


AGENDA

- Icebreaker and Greetings
- Update from Global College/International Programs
- Review Initiative Plan for 2025
 - Initiative Overview
 - Opportunities for Engagement
- Potential Topics for Skill-building
- Questions, Comments
- Closing



Conversation and Update for International Programs



2025 EIDA Committee Intentions

01

INCREASE
VISIBILITY AND
ENGAGEMENT IN
(AND WITH) SOFIA
COMMUNITY

02

INCREASE
INTEGRATION OF
EIDA ACROSS
DEPARTMENTS

03

INCREASE
MOBILIZATION
TOWARDS
ACTION-
ORIENTED
INITIATIVES

“

Do not be daunted by the enormity of the world's grief. Do justly now, love mercy now, walk humbly now. You are not obligated to complete the work, but neither are you free to abandon it.

THE TALMUD

Ongoing Projects & Initiatives

The background features a soft gradient of purple and pink. Overlaid on this are several thin, wavy, parallel lines in shades of light blue and pink. In the lower half of the image, there is a series of white chevrons pointing to the right, creating a sense of motion or progression.

Affinity Meetings

Timeline: Year-Long

Virtual Dates:

Wednesday, February 12

Wednesday, May 14

Wednesday, July 9

Wednesday, November 12

Virtual Dates:

TBD Late Sept/Early Oct

Project Needs

- **Marketing**
 - Publish in Student, Staff, Faculty Newsletters
 - Post on Social Media
 - Post to Facebook group
 - Add to EIDA Calendar and University Calendar
- **Facilitator for each group**

EIDA Tour Finale

Timeline: Q1

Key Dates:

DBA Faculty Meeting, 1/17
(Adrian)

MATP-C Seminar, 1/18 (Lin)

DBA Class Visit, 2/1
(Candida)

Project Needs

- **Create MSCS & General Intro Videos**
 - Disseminate Videos
- **Coordination of Department Meetings**
 - Reach out to departmental contacts to schedule meetings
 - Set agenda and discussion
 - Facilitate meetings
 - Report back to committee and identify next steps for collaboration

EIDA Staff Departmental Tour

Board and Leadership	Human Resources	Academic Support	Financial Affairs	Academic Affairs & Facilities
Board, Bill Chen, Carol, Nami *Cabinet Meeting	Renate, Elizabeth Steele	Rosalie, Lita, Jay, Nicki Black, Yimei, Karina, Lisa Willet, Natalie, Bernadette	Janett, Lisa Sammon, Josie Melton, Ajla, Milena, Garrett	Abi, Lizette, Classroom Managers, Facilities: Jose, Juan, Eduardo *attending standing bi-weekly meeting
Institutional Research	Admissions	Marketing, Alumni	Global Engagement	Information Technology
Rumanna, Julie, Steve Gold, John Elfers	Jennifer, Jacklyn, Rachael, Penny, Liz	Roland, Karen, Camila, Nadine *combine Marketing and Admissions	Chris, Dorote, Lin, Yali	Lloyd, Kenneth, Sekan

Focus Groups

Timeline: Q1, Q2

Tentative Timeline

- January - Advertising & Formal Recruitment
- March - Preparation & Establishment
- April - Host Focus Groups!
- June - Data Exploration and Reporting

Project Needs

- **Identify Incentives for Participants**
- **Disseminate Sign-Up Form and Market Groups** (refer to Marketing Plan)
- **Meeting Facilitators**
 - ☐ Create agenda/discussion questions
 - ☐ Create and share meeting invites
 - ☐ Hold Groups
 - ☐ Report back to Committee
- **Analyzing data, identifying themes**
- **Crafting Report**

Lend A Hand



EIDA TOUR

- Volunteer to connect with one or more of the staff departments for an EIDA Introduction Meeting

Affinity Meetings

- Facilitate/Attend an Affinity Group Meeting
- Help Spread the Word about the Affinity Meetings!

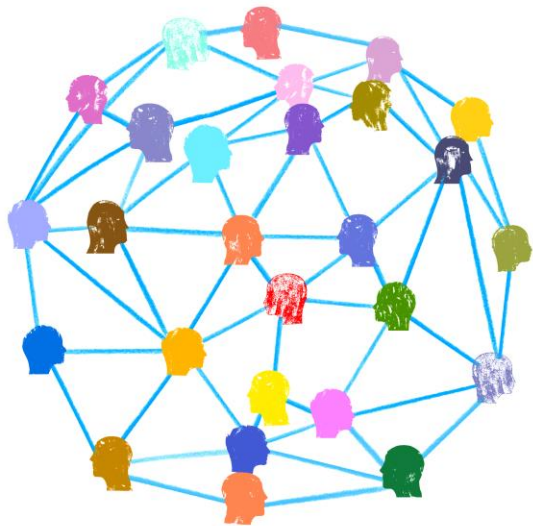
Focus Groups

- Help us determine an appropriate incentive for Focus Groups
- Volunteer to Facilitate a Focus Group
- Support with Agenda/Question design
- Support with data analysis



2025 Marketing & Communications

Website Development



Objective

- Develop the EIDA Website into an engaging resource for the Sofia Community

Tasks

- Q1: Share entire EIDA Committee on Webpage
- Q2: Update and Expand Resource Page
- Q3: Create and integrate EIDA Calendar

Communication Integration



Objective

- Increase EIDA visibility through published written pieces in Sofia newsletters, social media, and website

Tasks

- Write and Edit quarterly pieces
- Deadlines
 - Feb 15
 - Apr 15
 - Jul 15
 - Sept15

Give Some Support



Website Development

- Share your picture and bio!
- Contribute Resources for Resource Page
- Help with questions around the University Calendar

Communications Integration

- Contribute a reflection
- Support with editing pieces



2025 Policy & Procedural Initiatives

Q1. Admissions Collaboration

- Research on best DEI practices in Admissions
- Liaison to Admissions
- Creation of strategy for ongoing collaboration



Strategic Plan Goal

Q2. Grievance Policy & Process

- Research on comparable institution grievance and mediation practices
- Liaison to P&P Committee
- Strategy to Communicate Policy
- Possible Committee Member engagement in strategy

Q3. Name Change Policy

- Research on comparable institution name change policies
- Liason to HR Department
- Strategy to Communicate Policy

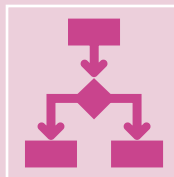
Where To Jump In



Help Us With Institutional
Research on Policies at
Universities



Do you work with one of these
committees or departments?
Help us with Bridging and
Coordination



Do you have historical knowledge
about previous approaches to
these policies at Sofia? Share with
us!



2025 Academic Initiatives

Review ILOs, PLOs, CLOs, and Course Catalog

- Research on Best DEI Practices in Learning Objectives
- Liaison to Curriculum Committee
- Meeting with Program Chairs
- Coordination with Marketing around updating catalog/website



Strategic Plan Goal

Updating "Getting Started" Module with EIDA Resources

- Connect with Rosalie re: Accessibility options for students
- Committee Review of Current "Getting Started" and Brainstorming
- Identify useful resources, with a focus on EIDA, Accessibility, Mental Health Resources
- Liaison to Instructional Design

We Need Your Genius



Learning Objective Project

- Have you been part of a Learning Objective Review? Tell Us About It
- Can you be involved in DEI Learning Objective Research?
- Are you connected to the Curriculum Committee?
- Can you review the PLOs in your Program?
- Would you be willing to lead or be part of a working group focused on this goal?

Getting Started Module

- Are you willing to research resources?
- Would you be willing to work with Jay and Instructional Design on this project?



2025 Events and Community Offerings

Possible Events

- 1-2 Special Speakers
- 1-2 Trainings
- "Community Spotlights"
- "Empowerment" Workshops
- Presence at...
 - Sofia Townhalls
 - Global Conference
 - Community of Practice Meetings

Event Planning Needs

- Select potential topics/speakers
- Coordinate with potential speakers
- Select Date
- Create Event and open invites
- Ensure translation options are available
- Coordinate with Marketing
- Facilitate Event if needed

Q1

- Update Committee on Website
- Complete EIDA Tour
- Commence Focus Groups
- Initiate Admissions Collaboration
- Develop Learning Objectives Plan
- Identify Possible Community Event

Q2

- Update Resource Page on Website
- Complete Focus Groups
- Complete Admissions Statement
- Connect with P&P Committee re: Grievance Policy
- Hold Community Event
- Connect with Instructional Design

Q3

- Report back on Focus Groups
- Launch EIDA Calendar
- Commence Name Change Policy Collaboration
- Identify Possible Community Event
- Finalize Updated Learning Objectives
- Launch Updated "Getting Started"

Quarterly

- Publish EIDA Piece Across Platforms
- Affinity Group Meetings
- Attendance at University Meetings
- Monthly Meetings
- Quarterly Committee Skills Building

Topics for Committee Conversations

- **Suggestions for Brainstorming...**

- Managing Microaggressions
- Avoiding Spiritual Bypass
- Repair Practice
- EIDA in Higher Ed Case Studies

What is of interest to the group?



Thank you, you rockstars.

- Next Meeting: February 19
- Affinity Meetings: February 12
- Please send headshot and bios!
- Have a safe and happy January!

