

**COMMITTEE NAME: BELONGING & INCLUSION POLICY COMMITTEE (BIPC)**

**MEETING DATE & TIME: 3/6/2026, 2 PM**

**MEETING LOCATION: A&S 251 & MICROSOFT TEAMS**

**ATTENDANCE:**

<b>MEMBERS</b>		<b>“P” denotes Present, “A” denotes Absent, “R” denotes Regrets</b>	
----------------	--	---	--

P	Javier Francisco	P	Nancy Mizelle
P	Hedwig “Hedy” Fraunhofer	P	Christine Mutiti
P	Maria Gordon	R	Laura Newbern
P	Eric Johansen	R	Peter Rosado Flores
P	Mehrnaz Khalaj Hedayati	P	Matheson “Matt” Sanchez
P	Veronica Lively	P	Michael Snowden
R	Nadirah Mayweather		

**GUESTS:**

<b>AGENDA TOPIC</b>	<b>DISCUSSIONS &amp; CONCLUSIONS</b>	<b>ACTION OR RECOMMENDATIONS</b>	<b>FOLLOW-UP</b>
<b>I. Call to order</b>	Hedy Fraunhofer called the meeting to order at 2:02 pm.		
<b>II. Approval of Agenda</b>	The agenda was distributed via email prior to the meeting.	A motion was made, seconded, and approved unanimously to approve with the addition of an update under old business for the disability discussion with the Council of Chairs.	Hedy will post the approved agenda on the Senate website when Alex Blazer shares the site is reopen for additions.
<b>III. Approval of Minutes</b>		The minutes from 2/13/2026 were approved unanimously via email.	Maria Gordon will post the approved minutes on the Senate website when Alex Blazer shares the site is reopen for additions.
<b>IV. Old Business/Review of Actions/Recommendations</b>			

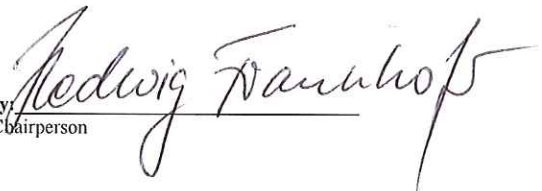
<b>I. Faculty disability training discussion with the Council of Chairs</b>	Nancy shared Mike Martino was supportive of this effort and suggested we develop a survey of questions.	Michael suggested reaching out to institutions that have done this before and developing a template.  Jim Berger with CTL advised fall would be better time for rollout. October is Disability Awareness month and may be an ideal time.	Consult with Jennifer Graham on the list of suggested trainings from Vector submitted by the Student Disability Resource Center staff. Determine an estimated time frame needed to discuss & solicit suggestions for implementation.
<b>V. New Business Actions/Recommendations</b>			
<b>I. Civility and Collaborative Effectiveness Policy</b>	Eric presented <a href="#">20260206 BIPC Civility Briefing.pptx</a> . Eric proposed <a href="#">Civility Rating Guide DRAFT September 2025.docx</a>  No current bullying policy at GCSU.  Focus is on dialogue rather than punishment.  Veronica shared she found this helpful as a guide for how people should behave, a useful tool for students & young professionals.	Need clarity regarding tenure & promotion process for faculty and how it will work with already tenured faculty.  Consider high & low context cultures.  Research intercultural communication. Note that International Education Center recently hosted on this topic.	Our committee will work to refine, look at how other institutions handle, and then share with campus for feedback.
<b>VI. Next Meeting</b>	4/3/2026, 2 pm, A&S 251		
<b>VII. Adjournment</b>	The meeting was adjourned at 3:16 pm.		

**Distribution (as determined in committee operating procedure – one possibility given):**

First: Committee Membership for Review

Second: Posted to the Minutes Website

Approved by  
Committee Chairperson



COMMITTEE NAME: BELONGING & INCLUSION POLICY COMMITTEE (BIPC)

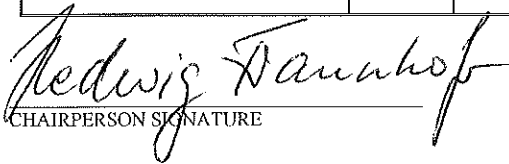
COMMITTEE OFFICERS: HEDWIG FRAUNHOFER, CHAIR; JAVIER FRANCISCO, VICE CHAIR; MARIA GORDON, SECRETARY

ACADEMIC YEAR: 2025-2026

AGGREGATE MEMBER ATTENDANCE AT COMMITTEE MEETINGS FOR THE ACADEMIC YEAR:

“P” denotes Present, “A” denotes Absent, “R” denotes Regrets

Meeting Dates	9/5/2025	10/3/2025	10/31/2025	1/9/2026	2/13/2026	3/6/2026			
Javier Francisco	P	P	P	R	R	P			
Hedwig “Hedy” Fraunhofer	P	P	P	P	P	P			
Maria Gordon	P	P	R	P	P	P			
Eric Johansen	P	P	P	P	P	P			
Mehrnaz Khalaj Hedayati	P	P	P	P	R	P			
Veronica Lively	R	P	R	R	P	P			
Nadirah Mayweather	A	P	R	R	R	R			
Nancy Mizelle	P	P	P	P	R	P			
Christine Mutiti	R	P	P	P	P	P			
Laura Newbern	P	P	P	P	R	R			
Peter Rosado Flores	R	R	P	P	P	R			
Matheson “Matt” Sanchez	P	P	R	P	P	P			
Michael Snowden	P	P	P	P	R	P			

  
CHAIRPERSON SIGNATURE

DATE 3/9/2026