

Committee Name: **Belonging and Inclusion Policy Committee (BIPC)**

Academic Year: **2025-2026**

Committee Charge: The Belonging and Inclusion Policy Committee shall review and recommend for or against policy related to inclusion and belonging which includes, but is not limited to, policies relating to all institutional aspects of fair treatment of all university members regarding accessibility, opportunities, and resources considering the different circumstances each member faces; the success and education of the university community on issues of inclusion, belonging, state laws, and federal laws regarding protected classes; and university language relating to non-discrimination and difference. In addition, this committee shall review and provide advice on procedures, guidelines, and employee and student professional development relating to institutional climate and priorities for ensuring just and impartial treatment of all members of the university.

Committee Calendar: 9/5/2025; 10/31/2025; 1/9/2026; 2/13/2026; 3/6/2026; 4/3/2026

Executive Summary:

In an era encouraging viewpoint diversity at U.S. institutions of higher learning over earlier identity-based approaches, the committee conducted an inventory of existing GCSU policies regarding Belonging and Inclusion, and committee members researched and reported on Belonging and Inclusion policies at other post-secondary institutions in the U.S. The committee's declared goal is to promote a sense of belonging and inclusion for all students and employees at the University.

In an advisory collaboration with the GCSU Student Disability Center, the committee decided to **recommend training of GCSU employees related to student disabilities**, using Vector modules already owned by the University. BIPC recommends that the selection and quantity of modules be individual offices' or departments' choice and that implementation be coordinated with the Council of Chairs and the Center for the Excellence in Teaching and Learning (CETL), potentially starting in Fall 2026.

The committee started preliminary discussions on how to promote **positive employee interactions and collaborative effectiveness** at the University, as well on how to address **bullying in our policies on workplace violence**, adding to existing institutional and USG-wide conversations about professional expectations and ethics.

Committee Membership and Record of Attendance:

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

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 (Admissions Dir)	P	P	P	R	R	P
Hedwig “Hedy” Fraunhofer (CoAS)	P	P	P	P	P	P
Maria Gordon (Staff Council)	P	P	R	P	P	P
Eric Johansen (HR)	P	P	P	P	P	P
Mehrnaz Khalaj Hedayati (CoBT)	P	P	P	P	R	P
Veronica Lively (SGA Appointee)	R	P	R	R	P	P
Nadirah Mayweather	A	P	R	R	R	R

(Pres.
Appointee)

Nancy Mizelle	P	P	P	P	R	P
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(CoE)

Christine Mutiti	R	P	P	P	P	P
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(CoAS)

Laura Newbern	P	P	P	P	R	R
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(CoAS)

Peter Rosado Flores	R	R	P	P	P	R
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(CoAS)

Matheson "Matt" Sanchez	P	P	R	P	P	P
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(CoAS)

Michael Snowden	P	P	P	P	R	P
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(formerly OIB
Exec Dir)

Motions brought to the Senate floor: none

Other Significant Deliberations (Non-Motions): none

Ad hoc committees and other groups: none

Committee Reflections: none

Committee Recommendations:

**** Continue discussions of a) an anti-bullying policy and b) how to enhance positive interactions and collaborative effectiveness at GCSU.**

** Possibly conduct campus climate survey to assess faculty and staff well-being and discuss appropriate measures to be taken, if needed, based on the data received. Similar surveys on student well-being have already been successfully administered at the University.

** Continue to collaborate with the Student Disability Resource Center and the Council of Chairs on the implementation of faculty and staff training related to student disability needs, starting in Fall 2026

Recommend items for consideration at the governance retreat: n/a

Appendix: Committee Operating Procedures