

COMMITTEE NAME: BELONGING & INCLUSION POLICY COMMITTEE (BIPC)

MEETING DATE & TIME: 10/31/2025, 2 PM

MEETING LOCATION: ATKINSON 202

ATTENDANCE:

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

AGENDA TOPIC	DISCUSSIONS & CONCLUSIONS	ACTION OR RECOMMENDATIONS	FOLLOW-UP
I. Call to order	Hedy Fraunhofer called the meeting to order at 2:01 pm.		
II. Approval of Agenda	A motion was made, seconded, and passed unanimously to approve the agenda as distributed via email.		Hedy will post the approved agenda on the Senate website.
III. Approval of Minutes	The minutes from 10/3/2025 were approved unanimously via email & Maria Gordon posted the approved minutes on the Senate website.		
IV. Old Business/Review of Actions/Recommendations			
1. Inventory and discussion of existing GCSU policies regarding Belonging and Inclusion	Possible expansion of Campus Corner to West Campus - Hedy mentioned this idea to the Chair of RPIPC, Talecia Warren, at the ECUS-SCC meeting following the BIPC meeting. Talecia put the item on		Hedy mentioned Veronica Lively as the contact person/liaison for our committee on this issue.

	<p>the agenda for the upcoming meeting of their committee and RPIPC will follow up.</p> <p>Following up on suggestion of required faculty training (e.g. on learning accommodations) - Feedback received. Possible informal survey of departmental faculty/constituents concerning required or optional training? The committee thinks this kind of training is desirable but perhaps there's a kind of "training fatigue" given the required annual training. It was suggested (Nancy) that we reach out to the Council of Chairs on the possibility of this being implemented by chairs at department level. Training in cross-cultural communication? There is need for training in cross-cultural communication for faculty/staff, similar to what is available to students in certain classes. The idea is to help people understand differences in styles of communications due to cultural differences as these often result in misunderstandings. Issue not resolved. These kinds of conversations could also happen at departmental level.</p> <p>Personal experiences at GCSU? Do faculty/staff feel supported? 1) Michael – there are efforts on campus to host events that bring people together but the sense of support (or not) depends on individuals' level of involvement in those activities (e.g. fall fest on front campus the previous week). 2) Sometimes the events don't cater to all needs, for example, a lack of vegan options at the post-convocation picnic. An improved vegan option was available at Fallfest. 3) Having leaders (department chairs) who are approachable, and that people feel comfortable reaching out to with concerns, matters. Example, Nancy's department when surveyed seemed satisfied. 4) Support at the system level could be improved, for example, ensuring that the vendors chosen by the system to handle healthcare matters are professional and fair. 5) Greater support seems desirable for faculty who want to ensure student integrity and success in classes, involving especially students' unauthorized use of AI in assignments (a nation-wide professional concern).</p> <p>Physical access to campus buildings - The concern was whether all campus buildings were accessible. It was discussed and agreed that the facilities office</p>		<p>Nancy will speak with the COE representative on the Council of Chairs and get back to us.</p> <p>4) Eric will relay feedback about some negative experiences to the system office.</p> <p>5) It was suggested that we talk to Jennifer Graham, Associate Dean of Student for Student Integrity and Success, and CETL about this issue (Laura will follow up).</p> <p>Michael will talk to them about the campus master plan and any planned improvements. At the</p>
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	<p>handles matters related for instance to wheelchair access to buildings.</p> <p>Implications of intellectual diversity mandate for teaching (clarification by Eric?). Educator insurance? Students have a first amendment right and cannot be constrained on the topics they wish to research and present on. Eric answered committee members' questions about professional liability insurance, which will cover faculty if they were sued personally but the cost will be on the faculty member. If, as student mentors, faculty are concerned about repercussions, Eric suggested documenting all communications between the faculty and the student and even consider involving their supervisor in all communications.</p> <p>Inclusion on the academic calendar of religious holidays with no work requirement The Committee discussed Belonging Calendar. A link to an Interfaith Calendar is already available on the GCSU website. It seems that no further action is needed.</p>		<p>ECUS-SCC meeting that Hedy attended after the BIPC meeting, it was suggested that Rane Parker in Facilities Planning is the person to contact for more information. Talecia Warren, as Chair of RPIPC, also indicated that she would further explore this issue.</p>
V. New Business Actions/Recommendations			
1. Student Panel coordinated through Office of Inclusion & Belonging and the Center for Teaching & Learning (CTL)	<p>Michael Snowden presented for discussion an idea about a student panel that is being created by his staff member, Jennifer Birch, in coordination with CTL. Presentation is included on the last page of this document.</p>		

VI. Next Meeting	<p>1/9/2026, 2 pm, Atkinson 202</p> <p>Issues tabled for upcoming BIPC meetings: Integration of Belonging and Inclusion initiatives across campus (following up on Michael's report). Reducing duplication of efforts</p> <p>Members continue reporting on Belonging and Inclusion policies at other post-secondary institutions researched</p> <p>Following up on Peter's report and suggestions</p> <p>Discussion of spaces needed on campus (see e.g. Mehrnaz' report on GA Tech).</p> <p>Other universities: What is the MADE office at Montevallo (Laura)? Usable best practices from other universities?</p> <p>Oral report on UGA (Hedy); Eric's findings on graduate student outreach at UGA.</p>		
VII. Adjournment	<p>A motion was made, seconded, and approved unanimously to adjourn the meeting at 3:16 pm.</p>		

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

First; To Committee Membership for Review

Second: Posted to the Minutes Website

Approved by:
Committee Chairperson

Hedwig Francisco

Learning in Connection: Student Perspectives on Belonging and Classroom Climate

Audience: Faculty, instructional staff, academic advisors, and department chairs

Format: In-person or hybrid

Student Panel: 5-6 students from various majors, classifications, and learning experiences

Objective:

To give faculty a candid, student-led window into what classroom belonging feels like — and how teaching choices influence students' motivation, participation, and success.

Goals:

1. Center student voice as evidence for effective teaching and learning.
2. Illuminate practical ways to *build connection and trust* in class.
3. Strengthen relationships between students and faculty across disciplines.
4. Inspire reflective teaching without ideological framing.

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


CHAIRPERSON SIGNATURE

DATE Nov. 14, 2025