1. Dr. Toro – Proposed restructuring of Office of Equity and Inclusion

   a. Two changes
      i. Changing position of AVP to Chief Equity and Well-Being Officer (would result in savings while also expanding the responsibilities of the office)
      
      ii. Creation of a Director of Inclusion
         
         • Focused on social centers, affirmative action, multicultural engagement, non-academic centers (women’s center, LGBTQ Center)

   b. Funding Source
      i. Loan from reserves to create Director of Inclusion and after 18 months, using the Ombudsperson funds to fully fund the position. Ombudsperson position will be eliminated at that time
      ii. Similar to when Chief Operations Officer position was created – eliminating and consolidating positions
c. Suggestions from the Committee
   i. Maintain the AVP Title
   ii. Alternatives to losing the Ombudsperson?
      - Explore an external or system Ombudsperson
      - Return to the previous model with faculty appointed positions using release time
   iii. More clarity into the responsibilities of the new position
   iv. Need to find another source of funding for the position
   v. Concerns over the oversight of academic v non-academic centers

2. Announcements
   a. General
      i. Approval of past meeting minutes with minor amendments

3. Brief Reports / Division updates
   a. CBCO – No significant updates
   b. Provost – No significant updates
   c. OIRA – No significant updates

4. New Business
   a. open for discussion
   b. Plan to review the Action Plan at the 1/16 meeting
      i. Current Plan

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<thead>
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<th>Key:</th>
<th>Completed/Ongoing</th>
<th>In Progress</th>
<th>Initiated</th>
<th>Not Started</th>
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i. Plan to review the Action Plan at the 1/16 meeting

5. Adjournment – 3:09 PM

Next Meeting January 16th, 2024 – on Microsoft Teams