

Diversity and Inclusion Committee

Meeting Minutes

Tuesday, February 13, 2018

Roush Hall, Room 331

Chair Gatti called the meeting to order at 4:03 p.m.

Those in attendance were: Chair Bob Gatti, Angel Banks-Price, Sarah Burnell, Lydie Dorelien, Kristy Drobney, Kristina Escondo, Scott Fitzgerald, Andre Lampkins, Kristy McCray, James Prysock, and Bonnie Ward.

I. Disability Assessment

McCray chose to have her Fall SMGT 2450 class conduct this audit and distributed to the committee a handout with the results. The students used an Accessible Routes Journal consisting of a survey of four (4) questions and answers related to being handicapped on campus:

- How many times were you able to walk into the main (front) entrance of a building? Was this different from your normal route?
- How many times did you need to find/use an alternative entrance/route?
- Did this activity cause you delay? How so?
- Did you find any other obstacles or difficulties while completing this exercise?

Most notable and concerning were findings stating:

- Having only stairways in some residence halls and campus buildings, so you could not use the front entrance of a building
- Having to find an alternate route caused delay in arrival to destination
- Using elevators caused some problems – student didn't know where they led, the elevator in the OtterDen takes you to a back room, the library elevator is slow
- Accessible routes weren't always easy to find
- The door to a ramp was locked, could not use it
- Walkway issues – elevation of sidewalks caused problems, sidewalks conditions are bad with bumps, holes, cracks, etc.

Some students struggled with this assignment. They realized how hard it could be to be a handicapped person on campus.

A question was raised regarding a procedure in place to address these concerns. Is there a campus accessibility map? Or, some identifying source to assist the handicapped when on campus? It was suggested the campus map be detailed and include this information. There will be follow-up on this issue.

II. Working group reports:

- Campus Climate
 1. Update on Scorecard -- Fitzgerald noted the group met and worked on updating the scorecard with suggestions received in the last committee meeting and further group review. Updates included:

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- The title of the scorecard was changed to “Racial Diversity Scorecard”.
- The Academic Year (AY) columns were changed to the previous year accordingly, starting with the first column, “AY 16/17 ACTUAL”.
- In the first section, the Students row was moved to the top and the title was changed to include Undergraduate and Graduate breakouts.
- In the second section, now entitled, “Employees, New Hires and Retention Rates”, the Diverse Full time First Years (first time enrollees) was moved to the third section and four rows were moved from the third section. Those four lines included annual retention rates for TT Faculty, NTT Faculty, Administration, and Staff.
- The third section was changed from Retention to Students, which includes reporting as number of people and percent of total, or as retention rates of diverse students and rate for students overall. This section now includes information on diverse full-time first-year undergraduates/first-time enrollees; retention rates from 1st to 2nd year, 2nd to 3rd year, and 3rd to 4th year, and diverse graduate students. NOTE: Committee members thought the retention rates should only include from 1st to 2nd year and remove the 2nd to 3rd year and 3rd to 4th year lines.
- In the last section, it was suggested another line be added to include Baccalaureate Degree Attainment rate for 5 years, as Years 4 and 6 were listed.

There was discussion on including narrative information as well as the numerical data. Lampkins noted this would serve the purpose of explanation and rationale for goals. Should goals be listed and what are they? There will be follow-up to this suggestion.

Gatti noted interest in graduation rates as opposed to overall student population and Otterbein numbers compared to those of other state educational institutions. Should there be follow-up with other institutions?

Gatti also noted he had access to an article from the College Board, which includes research on the importance of engagement goals for diversity as well as numeric goals. It will be sent out to committee members.

- Action Implementation

1. Veteran support -- Prysock reported the group discussed increased ways to support veterans on campus.
 - Student veterans met on campus and are in the process of establishing an official student organization on campus, the Student Veterans Organization (SVO). A current student veteran, Steven Keene, has been instrumental in starting the procedure, as he’s had experience with veterans’ organizations.

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They will make an effort to provide educational, service, and social support for each other and the community.

- There was more discussion on a plan for counseling services for student veterans regarding mental trauma and support for same. More details to follow.
2. NSSE Survey (Diversity and Inclusion segment) – Prysock reported this survey was completed and findings are now available. Of note:
- First-year and senior students were surveyed in 2017.
 - In comparison, Otterbein did well with its peer groups as far as diversity and inclusion engagement was concerned.
 - Scoring distribution included emphasis on collaborative learning and discussion with diverse others. This measured both curricular and co-curricular engagement with people outside of your race, religion, economic status, political views and sexual orientation.
 - Sample questions of the survey included –
 - coursework emphasis on diverse backgrounds, experiences, and ideas;
 - institutional emphasis on commitment to diversity, resources, identity, and harassment;
 - institutional support for various forms of diversity; and
 - campus opportunities to learn about various cultural communities
 - The next step is continual work with the student groups and to review more deeply the module for specific themes.

Other. Gatti asked for other business. There was none.

The next meeting will be Tuesday, March 13, 2018.

Gatti adjourned the meeting at 4:55 p.m.