

Diversity and Inclusion Subcommittee

Meeting Minutes

Tuesday, September 12, 2017

Roush Hall, Room 331

Chair Gatti called the meeting to order at 4:00 p.m. As this is the first meeting of the academic year, attendees introduced themselves and gave their titles and respective group representation.

Those in attendance were: Chair Bob Gatti, Lydie Dorelien, Kristy Drobney, Will Elkins, Kristina Escondo, Scott Fitzgerald, Kristy McCray, Laura Norman, Kathryn Plank, James Prysock, Casey Rife, and Bonnie Wade.

Working group reports:

- Communication and Conversation –
 1. Common Hour debrief – Plank reported the Common Hour was held two (2) weeks ago, and there was a large turnout. The main topic of discussion was the Charlottesville incident. Of note was conversation on the history of the KKK and neo-Nazis with an alumni panel. Also, there was discussion on what to include in the commitment statement – Jeff Smith, Judy Guion-Utsler, and James Prysock will work on this project. Follow-up on these topics will include white peoples' responsibilities. Plank made a request for future program topics. It was noted that ideas could come from discussions with Chaplain Guion-Utsler who hosts informal discussions about race, privilege, and racism weekly at 12:00 p.m. in the chapel.
 2. Newsletter update – Plank noted there will be an article in the newsletter regarding the Common Hour and topics' discussion mentioned above.
 3. Website update – There was also mention of the website being used to address the topics and discussion from the Common Hour.
- Campus Climate –
 1. Climate Survey – Fitzgerald noted last year's focus was to develop a three-year cycle for various student surveys. The National Survey of Student Engagement (NSSE) Survey was conducted last year, and Otterbein purchased an additional module, "Inclusion and Engagement with Cultural Diversity". We will have Sean McLaughlin present the results at a later meeting.
 2. Fitzgerald stated the committee decided to spend last year looking at hiring. The focus would be on a) developing different ways to improve the diversity of applicant pools for staff and faculty; b) making videos available for Westerville and Columbus to encourage applicants to come to Otterbein; and c) developing a diversity prompt for discussion with a one-page response for piloting for the deans in Academic Affairs. Gatti noted the scorecard was a major portion of the Diversity & Inclusion Annual Report and mentioned there needed to be ways to

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improve reporting of same. One of the areas of the scorecard currently includes a disability/diversity audit to be conducted by the committee. This was not done last year but will receive specific focus for 2017-2018.

- Action Implementation –
 1. Disability/Access Audit -- Prysock shared the group is taking this project on for 2017-2018.

Administration and Staff Conference:

- The planning group for this year's conference have met and chose Tuesday, October 10 –again, the Tuesday of fall break -- this year for the conference. This is an all-day event, beginning at 8:30 a.m. All offices will be closed. The program will be different this year in that the group sent out a Call for Programs with a theme to tie in from Academic Affairs. The speaker will be Nicole Nieto from the Ohio State University. Her focus will be on workspaces and creating a climate for students with respect and compassion.

Other:

It was noted everyone is invited to attend our meetings, which are open to the campus community.

Mention was made of President Krendl's letter in response to the Department of Justice announcing plans to revoke the Deferred Action for Childhood Arrivals (DACA) protections. It stated Otterbein's commitment to the common good and reiterated Otterbein's vision statement.

The next committee meeting is scheduled for Tuesday, October 24, 2017.

Meeting was adjourned at 4:30 p.m.