

## Diversity and Inclusion Committee

### Meeting Minutes

Tuesday, October 2, 2018

Roush Hall, Room 424

Chair Gatti called the meeting to order at 4:05 p.m.

Those in attendance were: Chair Bob Gatti, Angel Banks-Price, Ike Canfield, Lydie Dorelien, Will Elkins, Kristina Escondo, Scott Fitzgerald, Kristy McCray, Kathryn Plank, James Prysock, Key Shakoor, and German Vargas.

### II. Campus Climate – Scott Fitzgerald

- i. Racial Diversity Scorecard – The scorecard was distributed for reference. Fitzgerald stated said document is a draft and proceeded to explain census figures submitted by Sean McLaughlin, Director of Institutional Research. It measures racial and ethnic diversity in four (4) categories:
  - Current Representation on Campus – numbers current as of September 2018
  - Employees, New Hires and Retention Rates – new hires current as of January 2018 and retention rates from November 2017 to September 2018
  - Students – full-time, first-year undergraduates current as of September 2018; retention rate from first to second year from September 2017 to September 2018; and graduate students current as of September 2018
  - Success – includes Baccalaureate degree attainment rates for 4 and 6 years and Master’s degrees. It was noted in this category there was an 8 years’ line item that had been removed. The committee decided it should be included; it will be added.

There was discussion about percentages in each category. It was noted they were calculated based on the total number of students enrolled/individuals on campus within that category, not on the number of individuals of diversity in each category.

Also noted was a concern in the drop in retention rate. Gatti noted there has been discussion about establishing a new-way goal and strategic goal as plans to address concerns regarding enrollment, recruitment, and retention of diverse individuals.

The scorecard draft will be revised and more discussion to follow.

- ii. Building Bridges update – Fitzgerald reported that HR staff met with Roberto Gonzalez of the Northeast Ohio Chapter of the National Association of Hispanic Nurses (NAHN) to discuss how Otterbein and NAHN can utilize this new relationship for recruitment of students, staff, and faculty. And, for mentoring students to address their questions regarding schools, family, etc., with the possibility of networking to assist them.

Fitzgerald noted that Hispanic students could become association members, with benefits, such as:

- Professional development opportunities
- Scholarship offers

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- Local chapter presentations on campus – one to be scheduled later this month
- Assistance to student organization HOLA and Hispanic nursing students
- Outreach health programs
- Recruitment assistance for positions on NAHN database/licensing opportunities for graduates

The next steps in this effort include: 1) a program Prysock is coordinating with Roberto Ponce, Executive Director of Marketing & Communications, as presenter; 2) free membership for eight (8) students in the NE Ohio Chapter of NAHN – the Central Ohio Chapter already has sixteen members; and 3) an all-day, Latino Collaborative meeting to be scheduled in February 2019 for all Ohio chapters to attend.

### **III. Communication – Will Elkins**

- i. Equity newsletter – Elkins noted work is underway with Senior Instructor Steinberg and his student. Topics have been discussed and deadline for submitting copy is November 12, for publication by Thanksgiving.
- ii. Website refresh – Elkins is currently working to update the site, including information regarding student organizations and their roster, Student Demands and UnderSTAND sections of the site.

### **I. Conversation and Events – Kathryn Plank, James Prysock**

- i. Fall Staff Conference – Prysock noted the keynote speaker for the conference is Dr. Rhonda Talford Knight '96, and theme for the conference is, "Open-Hearted: Creating a Global Ethos in a Small Community". There will also be a breakout session with Dr. Knight, as well as with two guest presenters, and some staff members. President Comerford will give closing remarks. Offices will be closed to accommodate attendance for everyone on campus.
- ii. Unpacking Racial Terror in America (series and travel) – Prysock noted as part of the Equity Justice Initiative presented to campus by Bryan Stevenson last year, the Social Justice Ambassadors are working with curriculum development and sponsoring relevant events on campus. A key subject was lynching and people's mindsets during this time and the history of same. Five (5) events will be scheduled per semester. Prysock stated support for these sessions is important, and as mentioned in last month's meeting, sophomore students will have a chance to earn a spring trip to Birmingham, Alabama to visit the respective memorial and tour the museum.
- iii. Question of the Year – Plank noted the division of Academic Affairs has an annual review for learning outcomes. In 2015-2106, Diversity was the Question of the Year, and a two-part questionnaire was sent to academic departments to compile data for said subject. The questions were chosen to address learning and further action, regarding:

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- a strategic plan that was drawn up years ago
- addressing students' demands resulting from their rally of 2016
- efforts for a diversity pool of faculty recruitment and use of "equity advocates"

It was suggested a smaller group of committee members convene to follow up on the data compiled for the question of the year. Gatti, Prysock, and Vargas have volunteered to research this information and to determine what action each department has taken using Best Practices.

**Other.** Gatti asked for other business to discuss. There was none.

The next committee meeting will be Tuesday, November 6, 2018.

Gatti adjourned the meeting at 4:42 p.m.