

Diversity and Inclusion Sub Committee

Meeting Minutes

Tuesday, September 6, 2016

Roush Hall, Room 331

Welcome and introductions. Chair Gatti called the meeting to order. There was a welcome and introduction of members. Gatti indicated the purposes of the committee and discussed the membership roster.

Those in attendance were: Chair Bob Gatti, Suzanne Ashworth, Ciara Atkinson, Jennifer Bechtold, Will Elkins, Scott Fitzgerald, Victoria Frisch, Denise Hatter-Fisher, Wafaa Jallaq, Margaret Koehler, Andre Lampkins, Lejla Malcy, James Prysock, Charlene Seevers, Wendy Sherman-Heckler, Bill Stoddard, and Erica Womack.

Rebranding the Office of Diversity. Prysock talked about the rebranding of the office and the recommendation to rename it the Office of Equity and Inclusion. Ashworth brought up the importance of social justice with equity as opposed to inclusion; inclusion may not mean the same to all individuals. Prysock indicated the use of inclusion was part of the student rally in the fall. There was some conversation about adding justice to make it equity, justice, and inclusion. Prysock will follow up with students.

Working group reports:

- Communication and Conversation – Sherman-Heckler reviewed the role of the committee, which is to foster communication with the campus. In the past, the group had planned Common Hours, organizing a newsletter, and developing a website. Common Hours have been planned; dates will be forthcoming. Sherman-Heckler and the Committee are working with Dan Steinberg’s class to develop the newsletter. Elkins showed the new diversity and inclusion landing page that will be on our web. This is an effort to combine all of our diversity and inclusion information on one web page, so it can be external to the public and also generate conversations and topics on campus.
- Campus Climate – Fitzgerald reviewed the role of the committee, in particular, the Campus Climate Survey. He talked about the analysis and executive summary for the report. There was conversation around purchasing a survey as an option, but cost may be an issue. Gatti indicated we’ll be able to find the money to cover the cost of the survey. The committee is going to reach out to Sean McLaughlin to determine whether we want to continue to use our own survey or purchase a survey where we can benchmark against other colleges and universities, and also the need to develop an executive summary. Perhaps, members of the committee could look at key areas where they have some expertise and develop parts of the summary.
- Action Implementation – Prysock shared what he saw as the role of this committee. Certainly, part of the task is to oversee implementation of the diversity and inclusion multi-year plan – a look at our priorities. Also, the committee is going to review the

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question of the year which was posed to the faculty departments to see if there are any key areas that need to be addressed.

Hatter-Fisher brought up that she had recently received information from ETS about testing competencies in diversity and inclusion. They are looking for schools to pilot a project. Interest was expressed by the Committee and Hatter-Fisher will get additional information from ETS. We will look at this option along with the Campus Climate Survey and purchase of a survey.

Those in attendance signed up for committee assignments (attached).

The next meeting is scheduled for Tuesday, October 4, 2016.