

## Diversity and Inclusion Sub Committee

### Meeting Minutes

Tuesday, March 28, 2017

Roush Hall, Room 331

In Chair Gatti's absence, co-chair Wendy Sherman-Heckler called the meeting to order at 4:02 p.m.

Those in attendance were: Suzanne Ashworth, Sarah Burnell, Kristy Drobney, Will Elkins, Scott Fitzgerald, Denise Hatter-Fisher, Margaret Koehler, James Prysock, Wendy Sherman-Heckler, Bill Stoddard, and guest Dahab Keflom.

#### Working group reports:

- Communication and Conversation –
  - i. Common Hour debrief -- Sherman-Heckler noted diversity in recruitment was the main topic of discussion, with emphasis on hidden expectations and implicit bias. Fitzgerald and Andre Lampkins are working on updates to reduce same, and to encourage visibility and web-inclusivity. Also, the subcommittee suggested that a follow-up Q & A breakout session could be included in the next Fall Faculty Conference, in order to report on progress since the spring.
  - ii. Topics for next year – Sherman-Heckler noted possible topics for next year's Common Hour are needed, such as the new diversity-focused threads in the INST curriculum; community engagement with the City of Columbus, which might also be a way to disseminate the Classroom Resource list being developed by the Action Implementation working group.
  - iii. Community engagement in Columbus – The C&C working group discussed the possibilities of more engagement with Columbus and recognition for the University as positive opportunities for communicating what Otterbein is doing. This year's Pack Scholar visited several sites in the city, and brings an awareness of Otterbein to new community groups.
  - iv. Scorecard/Info Graphic – Sherman-Heckler noted communicating ideas to update the scorecard were discussed, possibly, similar to those of the Board of Trustees scorecard, but with more qualitative information and ways to transform it. One suggestion was an infographic containing enrollment and recruitment data, along with attendance participation and information on policy changes. The working group is looking at a timeline of end of spring semester.
  - v. Website update – Sherman-Heckler reported the UnderSTAND section will be updated. Previous topics were microaggressions and Ally information; the new topic will be implicit bias. The group is hoping to have the content update ready by April 7, 2017. Updates are ideally to be scheduled twice per semester going forward. There was discussion about the linking of student podcasts housed on the Women's Gender and Sexuality Studies website to the Equity and Inclusion website.

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- Campus Climate –
  - i. Graduate School nursing panel – Fitzgerald noted he attended the Executive Leadership Series presentation on diversity and health care, an excellent event, but expressed disappointment that attendance by nursing faculty was lacking. In light of this fact, Fitzgerald recited data/statistics for employees of diversity and language translation for same, diversity training and programming.

At this time, Koehler inquired about tuition reimbursement and insurance coverage benefits offered to employees of Bon Appetit and ABM. Fitzgerald noted these benefits are not currently offered through the university. Some discussion followed and request was made for Fitzgerald to follow up on possibility of offering benefits to those employees.

- ii. Diversity hiring – Fitzgerald noted he and Lampkins have scheduled meetings with faculty chairs and deans to discuss retention and recruitment of professors/instructors of diversity.
  - iii. Training – Fitzgerald reported staff training for working with transgendered and potentially mis-gendered individuals will be made available for all departments on campus; there will be a pilot workshop scheduled with HR; a course, Diversity 101, will be established as a starting point for classes focusing on same; and this topic is also being addressed in Supervisor 101 to help faculty and staff.
- Action Implementation –
  - i. Classroom resource list -- Prysock reported the group is working on developing a comprehensive list, with national references regarding diversity. The use of this list will become more apparent when there are diversity employment opportunities on campus – presently, there are none. There is question as to how to supplement the list. Ideas proposed are: using a notebook for academic hiring practices and information on same – identifiers from faculty and administrators, a survey to be conducted for collection of data, and classroom visits to poll information as well.

### Other:

1. Bob Gatti will present at the next Senate meeting (April 5) to give an update/progress reports from the Diversity and Inclusion Committee working groups.
2. Over the summer, items to address/of interest: update on student rally demands, more information on the classroom resource list, Fitzgerald will continue to work with Lampkins (Otterbein Diversity Fellow for 2017-2018) on diversity hiring practices, participation in the Gay Pride Parade, and follow-up with Sean McLaughlin on survey data.

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3. On May 4, 2017 – Women’s Fund of Central Ohio is sponsoring an event with guest Billie Jean King at the Ohio Theatre at 6:00 p.m., and there is a Great Expectations Faculty Conference at Otterbein.

This was the last meeting of the academic year.

Sherman-Heckler adjourned the meeting at 4:41 p.m.