

Diversity and Inclusion Sub Committee

Meeting Minutes

Tuesday, January 24, 2017

Roush Hall, Room 331

Chair Gatti called the meeting to order at 4:02 p.m.

Those in attendance were: Chair Bob Gatti, Suzanne Ashworth, Ciara Atkinson, Jennifer Bechtold, Anaemy Danner, Kristy Drobney, Will Elkins, Scott Fitzgerald, Victoria Frisch, Denise Hatter-Fisher, Margaret Koehler, Andre Lampkins, James Prysock, and Wendy Sherman-Heckler.

Working group reports:

- Communication and Conversation –
 1. Newsletter and web update – Sherman-Heckler noted the Spring newsletter will be completed prior to February 11; it can be distributed at the Board of Trustees meeting. Members have been asked for updates in response to student expectations from the student rally so we can refresh our website. There will be an update at the end of each semester. Also, an update for UNDERSTAND -- ally information – will come from Chaplain Judy Guion-Utsler. In the meeting of December 1, the discussion focused on setting the agenda for spring semester.
 2. Common Hour – February 13, 2017 – Sherman-Heckler noted the agenda for this Common Hour discussion will include recruitment for diversity within staff and faculty, with Fitzgerald and Lampkins collaborating on a project for same.
 3. Pack Scholar – Sherman-Heckler noted the Humanities are the focus for the Pack program, with guest speaker, scholar Brian Bane, a prison reform activist with a “spoken word” philosophy. He will be on campus in April 2017, with the public presentation and book signing slated for April 12, 2017.
- Campus Climate –
 1. ETS Survey – Fitzgerald reported the survey was not conducted this semester as there were not enough students signed up. Fifty (50) students were needed, only 18 expressed interest. Discussion ensued as to whether the survey could be offered fall term, which would be in August/September 2017, since the spring pilot survey was not conducted. Suggestions were made to appeal to students/what could be done to attract more of them to participate – Facebook posts, promotion through student organizations, posters displayed on campus. Action to implement these ideas will be considered further.
 2. Diversity hiring – Fitzgerald and Lampkins met to develop a program to increase diversity of the candidate pools for faculty and staff recruitment. A three-pronged plan was established:
 - Community Engagement Plan
 - Create relationships with diverse community organizations in Columbus to introduce Otterbein, brand, and improve visibility.
 - With relationships created, use their job boards to post staff and faculty positions

Diversity and Inclusion Sub Committee

Meeting Minutes – January 24, 2017

Page 2

- Make a concerted effort to place Otterbein leaders on Columbus community boards to build Otterbein brand in Columbus, by using President Krendl's Leadership Council
- Identify at least one community event each quarter that Otterbein shall participate/sponsor, such as the Columbus MLK Breakfast
- Webpage Development
 - Benchmark other universities/businesses
 - Re-create career website to focus on Otterbein's story and diversity and inclusion
 - Add a 3-5 minute video of Columbus, Westerville employee stories
- Hiring Process -- Faculty
 - Identify several faculty champions to explain their process/roadblocks to identify diverse candidates
 - Once process is identified, where can HR assist by removing roadblocks and develop diverse candidate pool; they will initiate contact with 5-10 HBCU's to begin relationship in addition to just sending postings
 - HR will review job postings to ensure diverse language is used
 - Diversity training for hiring panels

At this time, Ashworth strongly suggested an institutional leadership statement needs to be sent to the campus community to emphasize Otterbein's "recommitment" to all students. Gatti will present this request to Cabinet.

- Action Implementation –
 1. Diversity and Inclusion kits -- Prysock stated kits and said information has been posted on bulletin boards in residence halls regarding bias and privilege. During spring semester focus will be to meet with the IS Advisory Board about courses in diversity.
 2. MLK, Jr. Convocation feedback – Prysock noted feedback received was constructive and convocation committee will meet in one week to discuss. Comments received thus far include:
 - Compliments on students' presentations, poetry, and Gospel Choir music selection
 - Engage staff and faculty involvement
 - Offer workshops before/after convocation
 - Funding, working with City of Westerville

Scorecard and annual report to Senate -- Gatti reported these items were presented at the first Senate meeting of spring semester originally for accreditation purposes. This year we will share at the last Senate meeting.

Diversity and Inclusion Sub Committee

Meeting Minutes – January 24, 2017

Page 3

Gatti noted an e-mail was forwarded regarding the Equity and Inclusion Event Series to be held at Olentangy Liberty High School on February 1 and April 5, 2017. Otterbein faculty will be conducting workshop sessions at the February meeting. If interested, registration is required.

The next committee meeting is scheduled for Tuesday, February 21, 2017.

Gatti adjourned the meeting at 4:47 p.m.