

Diversity and Inclusion Sub Committee

Meeting Minutes

Tuesday, February 21, 2017

Roush Hall, Room 336

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, Wafaa Jallaq, Margaret Koehler, James Prysock, and Wendy Sherman-Heckler.

Working group reports:

- Communication and Conversation –
 - i. Common Hour debrief -- Sherman-Heckler reported the event had good attendance, with one faculty member and two students speaking on the importance of diversity hiring and Fitzgerald and Andre Lampkins presenting strategies on same. Per Fitzgerald's comments, Cabinet approved the revised hiring plan, which includes:
 - Broaden community engagement with the City of Columbus, creating relationships with diverse community organizations; introducing Otterbein's brand to improve visibility; and broadening the Leadership Network, with sponsorship of event(s) such as the MLK Breakfast, the largest event of its kind in the United States.
 - Posting jobs on the Otterbein website, making them diversity-friendly, adding videos from students for citywide coverage, and including employees stating why they enjoy working at Otterbein.
 - Work with faculty to learn their hiring practices, discussing retention issues for candidates, and how to keep/connect with them.
 - ii. Newsletter update -- Sherman-Heckler noted the newsletter is finished and published for Spring Semester 2017. It is available at several locations on campus and on the Equity and Inclusion website. The team will continue to have meetings to discuss future revisions, as the newsletter will be updated each semester.
 - iii. Website – Sherman-Heckler reported the website is made current as updates occur – addressing student expectations, committee meeting minutes, events schedules, etc. – and the link is provided to the campus community.
 - iv. Scorecard – Sherman-Heckler noted the scorecard needs to be updated, as its information is dated. Responses to the community and on campus regarding various issues, and the Dear Colleague letter are to be addressed.
- Campus Climate –
 - i. Climate Survey – Fitzgerald noted the committee would work with Sean McLaughlin who suggested a re-occurring, university-wide survey schedule.
 - Questions to be answered prior to starting it would be:
 - Is there a need for same?
 - What is the purpose?
 - What are the plans for data?

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- A tentative schedule for surveys (alternating every three years):
 - Spring 2017 – NSSE Survey (student's first and fourth years); include a new module, "Inclusion and Engagement with Cultural Diversity"
 - Spring 2018 – HEDS (Higher Education Data Sharing Consortium), a sexual assault climate survey
 - Spring 2019 – HERS DLE (Higher Education Resource Services, Diverse Learning Environment), similar to McLaughlin's survey, with many participating schools, adding modules and Otterbein's own questions
- ii. Diversity hiring – Fitzgerald
 - Lampkins and Fitzgerald are scheduling a meeting to learn about faculty hiring
 - The Committee is reviewing HERC (Higher Education Recruitment Consortium) webinars:
 - To create 2 or 3 webinars – search committees to meet/discuss
 - To use as a very good source for information, suggestions
 - To aid in job description changes, i.e., the group recently worked with OPD to change language to include more diversity in its forms.
- Action Implementation – Update on meeting with INST Advisory Board:
 - i. Prysock reported members of the committee met with the Board to discuss restructuring of the INST curriculum, resulting in an:
 - INST 2000 thread – covering topics such as identity, power, and privilege
 - INST 2800 thread – covering topics such as race and identity in a global context
 - ii. It was noted this is not a final determination, but a proposal. It will be forwarded to the General Education Committee on March 8, 2017 for review, then to the Curriculum Committee.

Other:

1. "I Am Not a Negro" presentation was well-attended.
2. Social Justice Week is March 20-24, with participation from the Women's Gender and Sexuality Resource Center, Deaf Culture Club, Race and Ethnic Studies Department, and lectures from Otterbein vice presidents.
3. There will be a Common Book tie-in to diversity with next year's offering.
4. Polarity posters and project announcements are forthcoming. Sponsors will be recruited for same.

The next committee meeting is scheduled for Tuesday, March 28, 2017.

Gatti adjourned the meeting at 4:38 p.m.