

# Diversity and Inclusion Committee

## Meeting Minutes

Tuesday, September 4, 2018

Roush Hall, Room 424

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

As this is a new academic year and there are new committee members, Gatti asked each member to introduce themselves, stating their name and representation on the committee.

Those in attendance were: Chair Bob Gatti, Angel Banks-Price, Lucy Cryan, Will Elkins, Kristina Escondo, Scott Fitzgerald, Kristy McCray, Kathryn Plank, Key Shakoor, German Vargas, and Jane Wu.

### **I. Reorganization for the committee – Bob Gatti**

Gatti noted during the most recent co-chairs' meeting, it was decided to address and accommodate the goals of the working groups. In order to do so they were reorganized to Conversation and Events with Co-Chairs Plank and Prysock, Campus Climate with Co-Chair Fitzgerald, and Communication with new Co-Chair Elkins.

### **II. Conversation and Events – Kathryn Plank**

- i. Common Hour – Plank noted the committee hosts/sponsors a Common Hour each semester. For the Common Hour in Spring 2019, the committee will work with the Theatre department to address concerns about the upcoming production of Westside Story. A theme has not been chosen for the Common Hour in Fall 2018. Plank encourages everyone to submit their ideas for same.
- ii. Fall Staff Conference – Of note for this year:
  - a. The keynote speaker has been selected – Rhonda Talford Knight, Ph.D., VP/Diversity & Inclusion Manager for Huntington National Bank and an Otterbein alumna.
  - b. The Call for Proposals has been sent out and the deadline is near.
  - c. There will be breakout sessions in the morning after the keynote speech.
  - d. This year faculty have been invited as well.
  - e. Gatti noted it is suggested that offices be closed for the duration of the conference to encourage all available staff to attend.
- iii. Unpacking Racial Terror in America (series and travel) – Plank addressed this by stating social justice ambassadors were chosen last year as part of this concern/theme and hosted an event with Bryan Stevenson who spoke on the history of lynching. This series is part of an Equal Justice Initiative with a twelve-part curriculum. There are bi-weekly sessions run by students, which can result in a chance to earn a spring trip for sophomore students to Birmingham, Alabama.

### **III. Campus Climate – Scott Fitzgerald**

- i. Building Bridges update – Fitzgerald noted it has been a busy time for the HR staff, working diligently during the summer to continue to reach out and increase diversity among staff. In May, they met with Lilly Cavanaugh, Executive Director of the Latino Affairs Commission, to

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discuss goals for the Hispanic population, which would effectively take five to seven years to realize.

Resulting ideas and ways to address this community included:

- a. There is a national organization, National Association of Hispanic Nurses (NAHN), which has been developed to advancing health in Hispanic communities and to promote opportunities for Hispanic nurses through schooling, mentoring, and internships. The possibility of starting a local chapter was discussed. Currently, the only Ohio chapter is in the Cleveland area, led by Robert Gonzalez.
  - b. Health fairs can be organized to promote recruitment.
  - c. There is a Latino Festival in Columbus which is very popular and a source for promotion.
  - d. HR can work with Jackie Haverkamp in the Nursing department regarding faculty recruitment
  - e. Fundraising events may be established for sponsorship
  - f. Roberto Ponce, Director of Marketing and Communications, discussed the possibility of establishing a credit union in Columbus
  - g. In the August meeting, HR met with staff, faculty, and representatives of Hispanic organizations to continue with the Building Bridges effort
  - h. Development of an Otterbein Hispanic Heritage Festival
  - i. Contact groups who may be interested in collaborating with Otterbein's efforts
  - j. Schedule speaking engagements
  - k. Creating scholarships, internships for Hispanic students
  - l. HR has had contact with the Hispanic Chamber of Commerce and their representative Claudia De Leon for discussion.
  - m. Involvement with The Point restaurant, menu and catering options
  - n. Collaboration with the Columbus Black Nursing Association
- ii. Scorecard – Fitzgerald distributed a handout of the most recent revision of the Racial Diversity Scorecard and noted the numeric fields are blank, as the Census has not been completed. Once that is done, official student numbers will be available. The scorecard will be current for the next committee meeting, when discussion for input and updates will be addressed. Once reviewed it may be posted online.

### **IV. Communication – Will Elkins**

- i. Webpage refresh – Elkins noted he will be updating the monthly events calendar and posting all diversity and inclusion items on O-Zone, Equity and Inclusion website. In the UnderSTAND section of the site, an update is needed with a new topic/theme and author for said story. More information will follow.
- ii. Equity newsletter – The newsletter is issued once a semester, in collaboration with Dan Steinberg, Senior Instructor in Communication, and one of his students. Working with them, an issue date will be chosen, most likely late October.

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### **V. Signup for working committees**

Gatti distributed a sign-up sheet for committee members to volunteer their time on the working committees. While doing so, he offered information on the 2018 OFIC Diversity Forum, which will be held at Capital University on October 12, 2018, from 8:45 a.m. to 2:30 p.m. The guest facilitator is Priscilla Hammonds, Assistant Vice President, Diversity & Inclusion, Grange Insurance, and the theme is *CommuniTy: Conversation Matters!*

It was noted Otterbein has had representatives who attend every year. There is no cost to attend. This information will be e-mailed to committee members for reference and registration information.

**Other.** Gatti asked for other business to discuss. Banks-Price offered a theme for the Fall 2018 Common Hour, “Cultural Competence”, relevant to her observation of cultural concerns in classes. It was noted and discussion will follow.

The next committee meeting will be Tuesday, October 2, 2018.

Gatti adjourned the meeting at 4:40 p.m.