

Otterbein University
Diversity and Inclusion Committee Meeting Minutes
November 12, 2019

Present: Kelsey Bachman, Angel Banks, Lauren Bibbs, Will Elkins, Scott Fitzgerald, Kristy McCray, James Prysock, Kristi Robbins., Dawn Stewart, and Jane Wu

Not present: German Vargas and Kathryn Plank

I. Approve Minutes of 10/21/19

Chair Kristi Robbins asked for a motion to approve the minutes from the meeting of October 12, 2019. Kristy McCray made the motion, which was seconded by Angel Banks. The minutes were approved unanimously.

II. Review of HEDS Survey Results

Review of the HEDS survey results will be rescheduled for the meeting on January 28, 2020 with Dr. Sean McLaughlin, Director of Institutional Research.

III. Database Subcommittee

No update provided. Kristi Robbins will follow-up with German Vargas.

IV. Student Engagement

James Prysock reported on a dinner meeting held with student leaders and President Comerford on October 28, 2019. Also in attendance were Interim VP for Student Affairs Dawn Stewart and VP & Chief of Staff Kristi Robbins. Students shared concerns about situations in the classroom where some faculty refuse to recognize and respect preferred pronouns. It was also noted that when students bring concerns forward, they do not know if the situation has been addressed due to lack of feedback, which discourages them from coming forward. Scott Fitzgerald stated that if corrective action is taken we are unable to share specifics due to confidentiality, but we should let those who came forward about the situation that it has been addressed. Scott offered to speak to student government and/or student organizations about the process. James will follow-up with Sr. VP and Provost Wendy Sherman Heckler to discuss concerns related to the pronoun issue.

An application for a Student Life Grant in support of a student led diversity conference in February or March 2020 was submitted recently. James indicated he will know if it was awarded within the next few weeks.

V. Dialogue & Discussion

The Vernon Pack Distinguished Lecture Series is scheduled for March 30, 2020, at 7:00 p.m. in Cowan Hall and will feature Nikole Hannah-Jones and Jonathan Kozol. More information about the event will be shared with the campus community in the near future.

VI. Communication

The next edition of Equity & Inclusion Matters will be issued in February 2020.

VII. Recruitment & Scorecard Review

This topic will be discussed at the next meeting on January 28, 2020.

VIII. Next Meeting Date and Agenda Items:

The next D&I Committee meeting is scheduled for January 28, 2020. The results of the HEDS survey will be share by Dr. McLaughlin. Other agenda items will include development of a new D&I strategic plan and an update on the status of the Faculty and Staff Diversity Recruiting Plan.

Respectfully submitted,
Kristine Robbins, Chair
Vice President & Chief of Staff