

**Otterbein University  
Diversity and Inclusion Committee Meeting  
Minutes February 25, 2020**

Present: Angel Banks, Scott Fitzgerald, Kera Manley, Kristy McCray, Kathryn Plank, James Prysock, Kristi Robbins, Dawn Stewart, German Vargas and Jane Wu

Not present: Kelsey Bachman, Lauren Bibbs

Guest: Sean McLaughlin

To accommodate some committee members, the order of agenda was changed.

**IV. TRHT (Truth, Racial Healing and Transformation)** - Otterbein has been selected by the Association of American Colleges and Universities as one of 23 universities to host Truth, Racial Healing and Transformation Campus Centers across the United States. Otterbein is the only institution in Ohio to receive this recognition.

Kathryn Plank reported on this important recognition and the significance of having everyone involved - faculty, staff, and the Otterbein community - for efforts to be effective. This would also include working with the Veterans' Administration and Otterbein's Board of Trustees.

A link to the American Association of Colleges & Universities (AAC&U) and this effort includes possibility of available funds for promotion of this opportunity.

More discussion to follow.

**II. Review of HEDS Survey Results** - Dr. Sean McLaughlin, Director of Institutional Research. McLaughlin presented information on the results of said survey. Spreadsheet charts were displayed for reference, in which three (3) components/tabs were emphasized, based on the low percentages.

1. Interactions with Diverse Groups - Highlighted was how often people interacted with People for whom English is not their language, People with a disability, People who are undocumented immigrants, and People from a country other than your own. The Graduate response was low in this category.
2. Comfort Interacting with Diverse Groups - In this category, highlighted were People who are undocumented immigrants and People who hold a political affiliation, philosophy, or view that differs from you. Of note, low response was from participation by International individuals.
3. Impact of Diversity and Equity Experiences - Here, the emphasis was on Engagement in discussions or activities concerning various issues - political, gender identity, sexual orientation, socioeconomic status, religious diversity, disability, and immigration. Of note, Performed community service had the

highest percentage

III. As much time was used for the survey discussion, subcommittee updates will be emailed to everyone.

V. And, development of the new D&I strategic plan and its five (5) goals established was tabled and will be discussed at the next committee meeting.

Next Meeting Date is scheduled for Tuesday, March 31, 2020, at 4:00 p.m.

Respectfully  
submitted,

Diane Luckhart  
Executive Assistant, STUDENT AFFAIRS