

Diversity and Inclusion Committee

Meeting Minutes 10/2/19

Present: Aida Garcia Cole, Asia Wright, Ben Figueroa-Medina, Debbie Smith, Dorian Royal, Eli Marc, Elizabeth Hall, Gene Kelly, Jahaira Stoute, Janya Dimanlig, Jessica Santiago, Kathy Perrine, Kim Roselli, Kimberley Razzano, Laura Kieselbach, Leon John, Ly'Esha Fleming, Millie Roman-Buday, Sarah Pomales, Selena Hines, Shannon Frystak, Stacey Grant, Naimah Stevens, Santiago Solis, Stephanie French, Storm Heter, Summer Bledsoe, Tim Radloff, Loreylinnette Trinidad

1. Approval of 9/11/19 Minutes
2. Campus Climate Survey - Gene shared information that was presented at COT meeting. It will be forwarded out as a document.
 - Participation – 866 students (14.5%) 133 faculty (39.7%) and 134 staff (36.2%)
 - 58% white, 42% non-white. Gender – 68% women, 32% men
 - 20% of undergrads, 15% of grad students, 14% of faculty, 9% of staff/administration identify as something other than heterosexual
 - Level of comfort with those who are of different races, ethnicities, sexual orientations, and genders is high regardless of status on campus
 - 74% of undergraduates are generally or highly satisfied with the campus climate overall
 - When individuals attend training programs, discussions, art events, etc. focused on diversity, equity, and inclusion, they report that their support is increased
 - Overall, approximately only 61% of individuals reported being generally or highly satisfied with a sense of belonging or community on campus
 - Only 69% of non-White individuals (regardless of status) expressed satisfaction with campus climate
 - Faculty/Staff overwhelmingly report that the campus is not free of tensions related to difference (64%)
 - Only 58% of students shared that they knew where to report an incident of harassment/discrimination compared to 86% of faculty and 91% of staff
 - Survey showed there is tension between union and management staff
 - Faculty and Staff report being more dissatisfied with the campus experience and environment re: diversity and inclusion
 - ▶ Faculty: 35% either neutral, dissatisfied or highly dissatisfied
 - ▶ Staff: 40% either neutral, dissatisfied or highly dissatisfied

► Students: 25% either neutral, dissatisfied or highly dissatisfied

- Comparison report with other schools has been received and will be discussed
- University relations will be contacted to come up with a communication plan
- Website will be updated with result information

3. Subcommittees – Cornelia reported. Committee members were told anyone can be invited to be on subcommittees.

a. Access and Equity

- Cornelia discussed the items on the subcommittee action items document.
- Kathy Perrine explained how secretaries used to get together and share ideas, which helped each other.
- Millie suggested adding diversity information to the admissions road piece. The division of Campus Life has been talking about being more involved in Admissions conversations. Examples for involvement: viewbook, open house, and tours. Suggestion for training session for admissions staff.
- Suggestion for affinity groups for faculty and staff.
- Suggestion to not single out LGBTQ stats on its own brochure for admissions.
- Campus pride index page.
- Suggestion for panel session at open house or orientation.

b. Diversifying Curriculum

- Cornelia discussed the items on the subcommittee action items document.
- Suggestion for diversity piece to be included in syllabi.
- Suggestion for someone from D&I committee to go to FYE classes.
- Suggestion for D&I committee members to attend classes and get perspectives.

c. Campus Climate

- Cornelia discussed the items on the subcommittee action items document.
- Gene passed out Project Lemonade forms

d. Student Efforts/Initiatives

- Summer reported on goals:
 - Reviving OMA

- Increasing student engagement with diverse groups and programming
- Ideas
 - Office hours in OMA
 - Help spread word about scholarships
 - Business brunch once a month