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

1. Subcommittees – Cornelia reported. Committee members were told anyone can be invited to be on subcommittees.
2. 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.
3. 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.
4. Campus Climate
   * Cornelia discussed the items on the subcommittee action items document.
   * Gene passed out Project Lemonade forms
5. 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