



Diversity Committee

October 2, 2018

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| <input checked="" type="checkbox"/> Kim Feig, Chair | <input checked="" type="checkbox"/> Kristina Kenning | <input type="checkbox"/> Hannah Johnson,
ASHC representative |
| <input checked="" type="checkbox"/> Marika Adamek | <input checked="" type="checkbox"/> Robyn Kiesling | <input checked="" type="checkbox"/> Kirk Lacy (visiting) |
| <input type="checkbox"/> Julie Adams | <input checked="" type="checkbox"/> Amy Kong | <input checked="" type="checkbox"/> Stephanie Heitman,
student |
| <input type="checkbox"/> Sandy Bauman | <input checked="" type="checkbox"/> Jessie Pate | |
| <input checked="" type="checkbox"/> Hayley Blevins | <input type="checkbox"/> Stephanie Pung | |
| <input checked="" type="checkbox"/> Kris Fife | <input checked="" type="checkbox"/> Deb Rapaport | |
| <input checked="" type="checkbox"/> Laura Gifreda | <input checked="" type="checkbox"/> Joyce Walborn | |

A. Discussion with Kirk

1. Goal of visit: to promote open communication, discuss opportunities for open dialogue about diversity. Chair of committee (or designee) will also attend Cabinet meetings throughout semester
 2. Discussion about role/scope/function of diversity committee going forward – Dean intends for the committee to support campus in achieving Strategic Goal #4 – including that the committee would develop action plan (4.2) and take on 4.3 as well, providing diversity-related professional development for the campus. *What does the campus need to do to promote awareness/education, engage the campus, regardless of resources?*
 - a. From Ariel Donohue visit: Necessary for commitment to diversity to come from leadership and spread across institution, not just via the committee
 - b. Ex: hiring practices somewhat beyond purview of committee, but committee can possibly recommend and inform hiring practices
 - c. Leadership and committee need to work together to achieve SG #4, develop diversity mission statement
 - d. Committee feels strongly that Cabinet should develop a draft statement/vision for diversity and the committee will work with Cabinet to fine-tune – much more impactful for commitment to diversity to come from Dean/leadership
 - e. Need to communicate that existing committees reflect institutional priorities
 - f. Diversity is woven into all other aspects of the institution – quality of work life, safety, education, facilities, etc.
 - g. Start with mission/vision, then develop action plan: reps from Diversity and Cabinet work together, continued engagement across committees
 - h. Need to develop a system that will persist beyond current committee members/employees in order to ensure consistency
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- i. Gender inclusive restroom has potential to be a good initial demonstration of institution's commitment
 - j. Think beyond budget limitations to discuss what this institution needs in order to promote diversity and inclusion
 3. Committee chairs meeting with Dean's Cabinet in approx. 2 weeks and will follow up then.
 - B. Gender Inclusive Bathrooms? We have a statement now we need a plan.
 1. Suggestion: distribute supplemental material to explain the need for and importance of the gender inclusive restrooms
 2. A few students have communicated the need for student input, but these bathrooms are for everyone – students, employees, and the public.
 3. Purchase signage? Can someone research this? Tabled.
 - C. Programming for October 10/10 & 10/24: LGBT History Month and National Coming Out Day 10/11
 1. Hayley's guest: Shawn Reagor – Payment for workshop
 - a. Committee would like to pay \$50 as an honorarium/stipend, pending approval from business office. Kris F. moved, Kim F. second, passes.
 2. Open Mic: No responses yet... ideas? Ideas for alternative programming? Tabled.
 - D. Library partnership
 1. Library will display books relating to theme of the month, can also share electronic resources (articles, websites, or videos, for example) that go along with display case.
 - E. Subcommittee for mission statement, roles, goals/scope: Joyce, Robyn, Amy. Tabled.
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