

Diversity Planning Committee Meeting Summary May 21, 2009

The following members were in attendance: Mike Cairns, Matt Chaney, Deb Cox, Shohred Ferdowsi, Warren Hills, Janel Lockwood, Pam Meadows, Mary Murnik, Lisa Ortiz, David Pilgrim, Fran Rosen, Todd Stanislav, Susan Starkey, Paul Sullivan, Luzia Tartari, Robbie Teahen, Patty Terryn and Hurdylyn Woods.

Absent: Yolonda Barnes, Marty Bledsoe, Mike Berghoef, Travis Cervandes, Jim Cook, Susan Fogarty, Don Green, Scott Herron, Sharon Hopper, Thuy Karafa, Amanda Karel, Russell Leonard, Eunice Merwin-Beck, Jessica Mills, Lyle Mourer, Gretchen Spedowske, Kent Sun, Troy Tissue, and Leroy Wright

If you cannot attend a meeting please send a representative.

The meeting summary from April 16, 2009 was approved. Please feel free to send corrections or additions at any time.

Diversity Office Name Change –

David Pilgrim reported that the name of the Diversity Office has been changed to the Diversity and Inclusion Office. This decision was made after many discussions with University members. The following definition of inclusion appears on the Office's website: "*Inclusion is involvement and empowerment, where the inherent worth and dignity of all people are recognized. An inclusive university promotes and sustains a sense of belonging; it values and practices respect for the talents, beliefs, backgrounds, and ways of living of its members.*" The DPC reviewed changes to the Office's website. Shohred Ferdowsi has been very helpful with updating the website.

“Big Discussion” –

David asked the DPC member to break into 3 groups to discuss the following questions:

- 1) What would you like to see the Diversity and Inclusion Office doing?
- 2) What should the Chief Diversity Officer be doing?
- 3) What should be the role of the DPC and its members?

The answers given by DPC members are listed below (for purposes of authenticity, the responses are presented with little or no editing):

What would you like to see the Diversity and Inclusion Office doing?

Continue doing what they are currently doing

Lead the change for major diversity initiatives

Conduct research

Be a voice for those who need to be heard

Move all diversity-related offices into the Diversity and Inclusion Office, for example, OMSS and International Center

Create a website that includes all diversity offices

Benchmark diversity initiatives across campus

Add Graduate Assistants and Interns to the Office

Provide more leadership in the colleges about recruiting diverse faculty

Train people to “contact/shake hands/invite” faculty to come to Ferris – Office would be charge of “training” our faculty Give more information to the campus community about the work done by the Office

Office is doing positive things – must be leading change agent

Continue interacting with Advancement and Marketing

Continue Faculty/Staff Mini Grants

More focus on the Native American population – create a center or room

More action oriented – focus groups on specific topics

Focus on women's issues, events

Office is currently doing similar work to other institution

What should the Chief Diversity Officer be doing?

- Be a strong leader
- Cultivate leadership on diversity initiatives in each college
- Meet with Deans regularly
- Do something “social” with DPC members
- Invite Deans, Department Heads, Senate and other academic staff to DPC meetings
- Continue doing what he does
- Hire Intern in office
- Look for team building opportunities in office
- Empower DPC more to work on initiatives
- Develop more diversity leadership across the University
- Speak out more and stronger about diversity issues
- Work for pay equity for women groups

What should be the role of the DPC and its members?

- Utilize Mini Grants – incentives to recruit and retain new professionals
- Recruit faculty members from underrepresented groups
- Intentional and purposeful recruitment must begin
- Strategies and mechanisms for retaining new professionals must be in place
- Understand policy limitations
- Creating more team building opportunities across campus
- Help train others on how to recruitment underrepresented groups
- Must be trained to work with diversity issues
- Use part of meetings to “teach” DPC about diversity and/or share papers or presentations
- Share knowledge or presentations at different times
- Host University-wide Poster sessions/Diversity Fairs/Paper Presentations about diversity
- Host Social Events, possible “Ferris Club”
- Create a Harmony Project for Faculty and Staff

The Alliance of Ferris Employees –

David Pilgrim reported that the group has been having ongoing discussions. At this time there are about 70 members, the website is up with information being added. The Torch ran an article (5/20) about AFE. The Alliance hopes to increase inclusiveness and acceptance at Ferris of LGBTA by sponsoring educational programs. They also plan to function as a support group for all Ferris employees who are LGBT. Finally, they are dedicated to supporting initiatives that will improve the quality of life for LGBTA individuals, including securing benefits for LGBT members and their families.

Update on Recommendations to the Board -

David reported that the University is making progress on the recommendations that he presented to the Board of Trustees in February. David will update the Board in July. Every year the DPC will give recommendations for David to the President’s Council and to the Board.

Faculty/Staff Mini Grants –

David reported that President Eisler would like to invite the DPC, Mini Grant Committee members and Grant Awardees to a dinner at his home. Fran Rosen reported that the Mini Grant Committee is working on rubric assessment tool which when completed will be posted on the Diversity Office website.