

Meeting Minutes: Diversity Committee December 2, 2016

Present: Angela Palmer, Nicholas Campau, Cindy Horn, Kevin Carmody, Angela Roman, Joy Pufhal, Angela Garrey

Absent: Jacob Schrot, Matt Chaney, and Mark Schuelke

2016-2017 Major Student Affairs Diversity Initiative:

The major diversity initiative highlighted in the 2015-2016 Student Affairs diversity report is as follows: The Division of Student Affairs will work to intentionally support transitioning, transgender, and gender-fluid students at Ferris State University. With this as our 2016-2017 major initiative, the committee discussed what we have done thus far to accomplish this goal. An inventory of non-gender restrooms on our campus is being conducted, Admissions is reviewing the application language to ensure inclusiveness of transgender students, and the Birkam Health Center is currently working within their EMR system to use gender neutral pronouns in the codes used. The committee discussed how to move forward in obtaining our 2016-2017 initiative. Some of the ideas included reviewing our websites to ensure that the language is gender neutral, and listing the locations of all the gender-neutral restrooms on campus. It was also suggested to offer training to our employees on the topic (i.e. webinars, etc.). Joy expressed the importance to have a faculty/staff presence at the upcoming MBLGTACC conference held in Chicago, in February 17-19, 2017. Cindy and Angela Roman expressed interest in attending this conference.

3-4 Upcoming Goals:

Joy asked that the committee come up with three to four goals that they felt important to begin working on in terms of supporting our transgender or transitioning students. Angela Garrey offered to look into our usage of Academic Impressions. Nick offered to benchmark which universities in Michigan have a LGBTQIA center. Some of the goals of interest included the following:

- Benchmarking our resources
- Continuing work in regards to the highlighted Student Affairs Initiative within the report
- Review Online Resources
- Training for Faculty/Staff
- Create a LGBTQIA resource center
- Continue creating a Student Affairs Diversity Report

Review of the Student Affairs Diversity Statement:

The committee reviewed the Student Affairs Diversity statement and felt that it was still applicable and should not be changed at this time.

Other:

It was suggested that preferred pronouns be used on business cards and within emails. This may be something that can be included as a suggestion in our Student Affairs newsletter.

Future meeting dates and times will be changed to 2-3 pm on Fridays. Angie will get with Shana to make this change in EMS.

Submitted by: Angela Palmer
Administrative Assistant to the Dean of Student Life