

Meeting Minutes: Diversity Committee September 17, 2013

Present: Angela Palmer, Nick Campau, Leroy Wright, Matt Chaney, Amy Otteson, Mickey Albright, and Renee VanderMyde

Absent: Angela Garrey

Guest: Matt Olovson

Leroy introduced Matt Olovson and asked that he share with the group his role and duties as the Director of Equal Opportunity as well as any possible training opportunities that he could provide to our directors and/or their staff. Matt shared an explanation of his duties and elaborated on the Campus Affirmative Action Plan. He communicated the importance of having a common understanding of the policy regarding Affirmative Action in lieu of simply having a policy. For this reason, he welcomes any training opportunities that the campus community may need or want.

Matt shared that on October 17, 2013, Michigan Department of Civil Rights members will be on campus as well as within the Big Rapids community. The members will be visiting campus from 11:00 a.m. – 12:00 p.m. in room 120 of IRC. This particular visit is unique and special in that it occurs during the 50th anniversary of the Civil Rights Amendment.

The committee members, along with Matt Olovson, reviewed the recruiting print materials that our Admissions Office is currently utilizing. Although Angela Garrey was unable to attend the meeting, she asked that the committee members review the material and provide feedback. Here are highlights of the feedback that was shared by the group:

- The University Core Values should be included in the print material.
- Matt Olovson would like to see a piece dedicated solely to reflect the Diversity efforts of the University.
- Information regarding our International student population should be included and not only represented by photos within the printed material.

- The inclusion of Student Life; highlighting the out-of-classroom experiences offered to our students.
- Recognize the Big Rapids community; sharing some of the experiences/events/businesses/etc. that a student would encounter.
- The committee would like to be included in future marketing efforts of recruitment and work collaboratively with the work force to be more intentional and strategic in our marketing materials.

We touched briefly on the sponsor list that Angela had available to share with the committee. We will discuss this further at a later meeting regarding how to connect and partner with the potential sponsor list.

Leroy asked the committee members to review the Student Affairs Diversity website and look for ways to enhance it. Matt Olovson communicated that Dr. Pilgrim has a staff member, Franklin Hughes, who may offer us assistance in enhancing the Student Affairs Diversity website.

Leroy updated the committee members on the process of the University Diversity Audit. The University is currently working to select a Diversity Audit Consultant company which will ultimately lay the foundation for a new Diversity Plan.

The 2012-2013 projected major diversity initiatives were reviewed and discussed. Angela Palmer will revise the list of initiatives reflecting the changes given during the committee meeting.

The due date to submit departmental Diversity Reports to Angela Palmer is October 18, 2013.

Matt Olovson recommended that we go to a diversity event as a group or as a department. It is important to be flexible in providing staff in our various departments at least an hour out of their day to participate in learning more about diversity related subjects. Even with our busy schedules, it is important to make time to do this.

Renee will review the SAFE place initiative and look to revitalize these efforts.

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