

Diversity Planning Committee Meeting Summary August 19, 2008

The following members were in attendance: Yolonda Barnes, Marty Bledsoe, Christy Brewer, Mike Cairns, Matt Chaney, Scott Herron, Warren Hills, Sharon Hopper, Thuy Karafa, Amanda Karel, Pam Meadows, David Pilgrim, Fran Rosen, Gretchen Spedowske, Todd Stanislav, Susan Starkey, Luzia Tartari, Robbie Teahen, Patty Terryn, Michael Wade, Nicole Wheelock, Hurdilyn Woods and Leroy Wright.

Absent: Jim Cook, Matthew Eickhoff, Susan Fogarty, Don Green, Russell Leonard, Janel Lockwood, Eunice Merwin-Beck, Jessica Mills, Kent Sun, Troy Tissue.

The meeting summary from July 19, 2008 was approved.

Harassment/Sensitivity Training –

Pam Meadows reported that her office is preparing to launch a one hour Harassment/Sensitivity Training for all faculty and staff. This will be mandatory training and will take 1 ½ years to complete. Her office is also working on Search Committee Training and Supervisory Training. The DPC believes that Harassment/Sensitivity training is necessary but it should be well-thought out, properly presented, and must include input from many University members. It has been several years since a University-wide training of this sort occurred.

Diversity Events –

“The Wall” - Christy Brewer reported that the wall will be constructed on the Quad. Individuals will be allowed to write slurs that have been directed against them on the wall. The wall will be displayed for 3 days, September 30 – October 2, 2008. At the end of the event, this symbol of hatred will be pulled down to unveil a “Hate Free” banner. Students will be encouraged to sign the banner, indicating their desire to build a University community where all are valued and welcomed. Resident Advisors on the Brophy McNerney staff will be asking for volunteers to serve as facilitators. These individuals will be trained to talk to people who become agitated by what they see or hear while participating in the program. The Ferris Counseling Center will be doing the training. The DPC recommended that “The Wall” event should be followed by small group discussions, and maybe a University-wide “Hot Topics” discussion.

Hispanic Festival – Luzia Tartari reported that the Festival will run from September 19 through October 2. The main event will be September 24, from 11am-3pm on the Quad. See the flyer for more details.

International Week – Luzia Tartari reported that International Week will be October 6-11. Ferris will once again host the “10,000 Villages” in the IRC.

Core Values Promotion –

David Pilgrim discussed the different methods that are being used to saturate the University with our new Mission Statement, Core Values and Vision Statement. The Diversity Office has bookmarks and brochures with the Mission, Core Values and Vision Statements. Banners, with the Core Values and pictures of students from diverse backgrounds, are scheduled to be placed on State Street light poles. In the next two weeks the Diversity Office will have a limited number of “table tents” with the Mission and Core Values. These can be placed in public places at the University.

Diversity Employment Advertisements –

Warren Hills reported that he would like to put together a team to help find ways to advertise Ferris to potential employees from diverse backgrounds. The practice has been to place the postings in publications with a general audience. He would like to develop resources and best practices useful to all departments, including ones in Academic Affairs. This information may be a paper document, CD, and/or a web site. Warren also explained that his office is working on a new employment website, and Human Resources would like to produce a video with a mixture of faculty, staff (old and new) who will talk about their positive experiences at Ferris.

Student Diversity Grants & Faculty/Staff Diversity Mini Grants -

David Pilgrim reported that he has not made a decision on how the grants will be awarded. He would like the committee to email him their comments/concerns. The goal is to announce the existence of the grants by mid-September. The DPC recommended that an ad hoc committee be allowed to make all relevant decisions about the grant.

Diversity Plan update –

The DPC viewed a progress chart that the Diversity Office developed to indicate the diversity activities/projects that are listed in the Diversity Plan. This will be a working document that includes tasks, assignment divisions and departments, timelines, and budgets. David asked the DPC members to look at their areas and make the Diversity Office aware of their activities that relate to diversity. The DPC discussed the progress chart.