

## **Diversity Planning Committee Meeting Summary December 9, 2008**

The following members were in attendance: , Mike Berghoef, Mike Cairns, Travis Cervandes, Matt Chaney, Scott Herron, Thuy Karafa, Amanda Karel, Brian Kurisky, Pam Meadows, Lisa Ortiz, David Pilgrim, Fran Rosen, Gretchen Spedowske, Todd Stanislav, Paul Sullivan, Luzia Tartari, Patty Terryn and Mike Wade.

Absent: Yolonda Barnes, Marty Bledsoe, Jim Cook, Deb Cox, Susan Fogarty, Don Green, Warren Hills, Sharon Hopper, Russell Leonard, Janel Lockwood, Eunice Merwin-Beck, Jessica Mills, Lyle Mourer, Mary Murnik, Susan Starkey, Kent Sun, Robbie Teahen, Troy Tissue, Hurdylyn Woods and Leroy Wright. If you cannot attend a meeting please send a representative.

The meeting summary from November 18, 2008 was approved.

### **Diversity Events –**

- Mike Wade distributed a handout with all the MLK events for the week. Please attend at least one event.
- Scott Herron reported that the Rankin Art Gallery will be hosting a Great Lakes Native American Art exhibit December 2 - 19, 2008. The work of local artists will be profiled. This activity is a part of the Arts and Sciences Diversity Initiatives. Thank you to Scott and Carrie Weis, the Gallery's Director, for organizing this event.

### **Diversity Action Team -**

Brian Kurisky distributed information on the Diversity Action Team (DAT). Brian explained that DAT only handles student-to-student issues, no action is taken towards the students, DAT is there to help educate. DAT meets every 3<sup>rd</sup> Thursday at 11am. They also produce an annual report of incidents. Brian shared two current reports as examples. The DPC would like to know if DAT sees any patterns. The DPC recommended that DAT make contact with the General Counsel's Office to discuss strategies for handling conflicts/incidents where one or more parties are not students.

### **Team Approach –**

Lisa Ortiz reported that this group was developed after the Residence Life staff noticed an increase in racial tension towards African American women in the residence halls. This group is trying to be pro-active, some of the ideas they are considering are:

#### **Conflict Resolution -**

- Campus wide bulletin boards specifically identifying and teaching conflict resolutions;
- Three University-wide programs on conflict resolution on North, West, and South sides of the Big Rapids campus;
- Bathroom information and table tents with resources and tips;
- Brochures about Conflict Resolution;
- Training RAs to have direct and honest dialogues about hot topics in the residential halls;
- Developing a peer-to-peer dialogue group strategies;

#### **Civility Programming**

- Passive campaign about civility at FSU;
- Utilize Torch to do an editorial about civility on campus.
- Create an Intranet Civil Dialogues "chat" space

#### **Support for African American Females-**

- Make sure that contact is direct and intentional;
- Strategic mentorships - Contact Karen GreenBay about Mentor Scholar program
- Space for Dialogue - Create a specific and intentional Hot Topic series for Spring semester.

### **Emerging Issues -**

- OMSS Relocation Project – David Pilgrim reported that the project is moving ahead, there is a planning meeting scheduled for December 12, 2008. The Archive move, which is tied to the OMSS move is also proceeding as scheduled.
- Faculty/Staff Grant – David Pilgrim reported that the ad-hoc committee has met once; from that meeting it was decided that the committee will meet once a month to approve grants. Robbie Teahan asked if the committee would prepare an article for the next Academic Affairs newsletter. Please encourage colleagues to apply for the grant.
- Civil Discourse – David Pilgrim distributed a document that he obtained from Colby College entitled “Community Digest of Civil Discourse”, he would like Ferris to look at this same idea. He believes it should be student led and only students could participate. It would challenge the University. He would like the DPC to think about this project and it will be discussed later.

#### **International Student Issues –**

Luzia Tartari reported that a Taskforce has been formed to facilitate discussions on the following topics regarding International students:

- Housing and Dining;
- Transportation;
- Storage during summer break;
- Housing during breaks;
- The requirement that they live on campus.

Luzia would like some long term policies; she has experienced difficulties in recruiting International student due to some University Policies.

#### **Expect Respect –**

Mike Cairns distributed documents from Expect Respect Campaign that the University of Michigan has implemented. This campaign is a partnership between campus administrators and students to unify a university community. The goal is to promote an awareness and understanding among and between diverse groups of people, cultures and organizations. Over time they hope to create a more respectful and engaged campus community that grows to appreciate and celebrate their similarities and respect their differences. Mike explained that he thought this might be something that Ferris would like to implement also. The University could develop a “theme”—that would guide programming. The DPC thought that the theme should tie into (and certainly reflect) one of the University’s core values.