

## **Diversity Planning Committee Meeting Summary**

### **April 17, 2008**

The following members were in attendance: Christy Brewer, Mike Cairns, Matthew Eickhoff, Susan Fogarty, Don Green, Karen GreenBay, Thuy Karafa, Beth Kreuger, Janel Lockwood, Eunice Merwin-Beck, Pam Meadows, David Pilgrim, Julia Rodriguez, Todd Stanislav, Susan Starkey, Kent Sun, Robbie Teahen, Patty Terryn, Troy Tissue and Hurdylyn Woods.

Absent: Yolonda Barnes, Marty Bledsoe, Matt Chaney, Jim Cook, Scott Herron, Warren Hills, Russell Leonard, Jessica Mills, Luzia Tartari, and Leroy Wright.

The meeting summary from March 27, 2008 was approved.

#### **Diversity Events –**

- Matt Eickhoff reported on the *Day of Silence*, which will be held April 29<sup>th</sup>. Matt distributed handouts and cards which explained the event. This year *The Night of Noise* will include a movie, *For the Bible Tells Me So*.
- David distributed an article concerning an event which will be held in Grand Rapids at the Fountain Street Church. Philosopher and gay-rights activist John Corvino will give a presentation, *What's Morally Wrong with Homosexuality?* This is the presentation that Aquinas College would not allow on their campus. Ferris needs to become more vigilant in making sure Ferris becomes a more inclusive community.
- Christy Brewer discussed the possibility of FSU hosting a "Wall of Hate". Christy explained that this has been done on other campuses—typically, the "Wall" is built and for one week people are allowed to put hateful words on the wall. At the end of one week a celebration is planned and the wall is destroyed. This event is going to require lots of planning and communication. Christy would like to have the event in September 2008. The Planning committee was set: Christy Brewer, Janel Lockwood and Thuy Kafara. The DPC encouraged the committee to make sure that Physical Plant, Public Safety, and the Counseling Center are involved in the discussions. This initiative should not be seen or treated as a residential hall project; rather, it should be seen as a University project.

#### **Diversity Campus Climate –**

- Thuy Karafa reported that the committee met and categorized the open ended questions. It is important to note that events on the Big Rapids campus at the time of the survey had a great influence on the students' responses. Thuy distributed handouts and asked for the DPC feedback. The DPC discussed results and made suggestions.

#### **2008 Equity Conference Wrap-up –**

- Todd Stanislav reported that he had received positive feedback from those that attended the conference. Ferris should be proud! Evaluation data will be available at the next DPC meeting.

#### **Inclusion, Equity and Diversity in Teaching and Learning –**

- Todd Stanislav stated that the group (12-14 people) met twice and there is one future meeting. Thuy commented that the sessions have been thought-provoking and the food has been tasty.

#### **Audio Conference: Recruiting & Retaining Diverse Faculty -**

- Beth Krueger reported on the audio conference sponsored by Human Resources, 16 people attended. Beth will email the PowerPoint presentation to members of the DPC. Some of the key points of the conference were: searches should stress requirements not preferences; financial incentives to departments to hire diverse employees may work; and, employees should attend national employment fairs. The DPC concluded that the financial incentives approach should not be used. Also, any approaches to diversifying the faculty must have significant input from faculty, especially faculty leaders.

**UA&M Diversity Plan -**

- Susan Starkey reported that University Advancement and Marketing's Division Diversity Plan is done and available on the Diversity Office web-site. She asked the DPC to please review. Advancement and Marketing have done excellent work infusing diversity into the University's promotional material.

**Emerging Issues –**

- Robbie Teahen attended the Personal Recruiting Conference and said it was great. One thing Robbie would like to see is when FSU people attend conferences that they network with other conference attendees.
- Matt Eickhoff reported that the "Darius Goes West" documentary was very well received. They had to set-up an additional 60-70 chairs.
- Karen GreenBay reminded the group that the YBBW event will be at the Holiday Inn, April 19, 2008. Also, Accessibility Awareness day will be October 2008. Several DPC members, including Todd, Robbie, and David, will be participating.