

Student Affairs Diversity Committee

Meeting Minutes

1/22/2021

Present: Joy Pulisfer, Nick Campau, Angela Roman, Angela Palmer, Sarah Doherty, Ashley Schulte, Kylie Piette, Mark Schuelke, Matt Chaney, Eric Haner, Stacey Sandy, Jacob Schrot, Alyssa Caron, and Jordan Baker

SA Implicit Bias Training:

During our last meeting, Sarah and Ashley talked about the work they had begun to do regarding a structure and content for division-wide training for faculty and staff. Today, Ashley shared a working document that presented a proposed two-day schedule for *Implicit Bias and Beyond* educational opportunities. The concept created by Sarah and Ashley was to have a baseline. The schedule begins with an Implicit (Unconscious) Bias Training, and then followed with two separate breakout sessions on intersectionality. These sessions are at different levels to ensure that the sessions are meeting the employee's needs/levels to where they are at. For example, the two different breakout sessions are titled, "Intersectionality 101" and "Intersectionality Deep Dive." Ashley shared that they would like to provide a workbook or some type of supplement that will ensure that employees are reflecting on what they have experienced during this educational opportunity, and to begin to establish direct action items.

Day two of the educational opportunity's schedule begins with the topic of *Embracing Inclusive Meetings & Spaces*, then having a racial (or other) caucus check in & break. Two breakout sessions will follow and the proposed topics for these are "Institutional/Structural Racism 101" and "Institutional/Structural Deep Dive." It is proposed to have a workbook supplement for supervisors that would allow for reflection and to establish direct action items.

The committee discussed in detail the proposed schedule and the proposed topics of the days. Some of the highlights/discussion points shared by the committee members are as follows:

- The importance for ALL Student Affairs employees to attend was shared. There was a suggestion for the training to be mandatory for all SA employees, and that it should not be a one-time approach. This must be an ongoing initiative. A one-time program without supplemental context is not the goal. The goal is that this will be an intentional starting point for reflection and actionable practice.
- Feedback for the structure shared by Ashley was positive.
- There was a suggestion to have continuing messaging go out too.
- Perhaps there is an opportunity to collaborate with the Learning Center so that this work can be shared with other employees at the University, and not just those in Student Affairs.
- There was a suggestion to not call this "training" but to call it "education."

Student Membership:

Currently we have two students and 14 employees on our committee. During our last meeting, the committee discussed the desire to see student membership and discussed the best ways to obtain students' interest. Discussions during this meeting brought up questions on how to obtain membership, and how to compensate our students for their engagement. Nick, Sarah, and Mark met to work on these topics and during this meeting, Nick shared a draft of ideas that they have come up with. The

document recognized ways to obtain student membership, inquired the goal of having students on the committee, and highlighted the importance of listening to our students (i.e., create a space on the agenda for this). The importance of being clear of our expectations of the students was discussed.

The document shared by Nick suggested that we obtain students who can provide a commitment of at least two consecutive semesters to the work. The document recommended paying students \$200 per semester in a lump sum, which could be an activity-based scholarship, dining dollars, etc. A concern about ongoing engagement was brought up with this approach of payment. Thoughts about prioritizing marginalized students was shared. Joy felt that the total was not high enough to motivate behavior, or to include students in the work. A committee member brought up the recent proposal to increase minimum wage to \$15 an hour. There is an urge to remember and consider the execution of a plan to pay our students for their time and efforts.

The document brought forward a recommendation of adding six students. The discussion included having interns and the pros and cons of this. There are still many questions about how to hire interns (i.e., will there be an application process, how would they engage with the group, etc.). A larger discussion was formed on how we select our students. Do we allow each department to nominate a student? Angela Roman shared that she can advertise through Bulldog Connect Experiences for this opportunity.

Joy asked Nick to put this document into Teams so that the committee can review it and offer suggestions.

Professional Development Share:

Ashley shared the following link for Inclusion & Equity Institute Professional Development opportunities: <https://www.gvsu.edu/institute/module-events-index.htm?siteModuleId=BA9E7E62-F2F8-BFF1-E065399C0D705DA4>

Next Meeting:

The next meeting scheduled is February 26th. During this meeting, we will review the Spring Goals. Joy shared that Ben is well on his way of updating the Student Affairs Diversity website, utilizing the suggestions that the team has put forth in the document shared in Teams.

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