

## Student Affairs Diversity Committee

### Meeting Minutes

1/26/2022

**Present:** Joy Pulsifer, Angela Palmer, Kaitlin Zies, Kylie Piette, Nick Campau, Sarah Meiser, Danyelle Gregory, Angela Roman, Lindsay Barber, Eric Haner, Raven Hills, Sarah Doherty, Justin Harden, Angela Garrey, and Jacob Schrot

**Guest:** Sarah Lowen

#### **Introductions:**

The committee introduced themselves to Sarah Lowen, the Project Manager for UA&M, and the Facilitator for the Campus Climate Team's Communication Subcommittee, and then Sarah introduced herself to the committee.

#### **Campus Climate Team Updates – Identification of Subcommittees:**

Fredericka and Kylie are co-chairs of the Campus Climate Team. Six subcommittees have been formed as the projects, mission, and goals of the team have evolved. Julie Alexander is the chair for the Campus Climate Communications subcommittee. A newly and recently formed subcommittee is the All-Gender Restrooms subcommittee which is led by Joy and Sarah Doherty. They have worked to review our current restrooms that are on the Big Rapids and KCAD campus which are available for all-gender individuals. The Campus Climate Team is assessing what training modules we have on campus regarding Diversity, Equity, Equal Opportunity, etc. and are looking at things that we could bring to campus as a resource and would like to title them on the website. They just formed a Current Events Subcommittee to try to stay ahead of current, high-profile societal impacts and work to be proactive for such events. They are hoping to compile a student-led subcommittee as well for students who have a passion for this type of work. There will be a townhall in February to discuss or become aware of any concerns that may come up.

#### **Guest, Sarah Lowen, Project Manager, UA&M, Facilitator CCT Communications Subcommittee – Social Media Collaboration:**

Sarah shared that the charge of this subcommittee was to come up with a general communications plan that would help facilitate general communication messages. The subcommittee has decided to not generate their own social media account and felt that it made more sense to use already created social media platforms across campus. There is a website where students can learn about the Campus Climate Team and report an incident. If you are interested in collaborating or co-branding, please get your social media contacts to Sarah. Once she receives the contact, she can work to get the information/logo on each platform. Sarah is happy to coordinate this if she simply gets the contact information for the social media platforms that we have.

#### **Ferris Equity Initiatives Updates:**

Recently there was some specific information shared via UWN regarding the Ferris Equity Initiative/Navigate. You can find out more information through this link:

<https://sway.office.com/VX3W5k2jkwq3ETh8?ref=Link#:~:text=To%20focus%20on,flexible%0Alearning%20environments>.

There is a half day orientation scheduled on Feb 11<sup>th</sup> for the co-chairs where they will get an introduction to Navigate and discuss what is expected from the six different best practice areas. There is a tentative hold for Thursday, March 24, from 11 am – 4 pm as a date to launch the Best Practices teams for Navigate. There is some real movement that is happening in supporting equity and the student experience on campus.

#### **Work Plan Updates:**

Nick and Danyelle are going to host an E&I conference, and are currently looking to have it on March 31<sup>st</sup>, from 5-8 pm. They are looking to open the conference up to not only students, but also faculty and staff. The conference will review and discuss topics based on the campus climate survey. They hope to include various topics, a keynote speaker from the Cultural Intelligence Center, and have KCAD host a session. One important topic that will be on the schedule is a discussion on how students can use their voices to speak up and out. They hope to have community representation at the conference as well. Nick and Danyelle already have some good ideas to get students engaged and have discussed incentives for attending. They will have more information to come. Joy asks that we hold this date and time and make our students aware of it.

Webpage: Joy shared that there is additional clean up to do on our webpage. She has asked Ben to make sure that the quick links on the right-hand side are the same as the ones that are in the drop-down menu at the top. They will include/list our partners outside of Student Affairs and will also add our work plan goals to the website.

Calendar Updates: The diversity awareness calendar has been created for the next couple of years so it should be all good for now unless something was missed.

Angela met with the Student Employment staff and discussed the struggles that they have been experiencing with attendance at workshops from students. They are going to do a new employee and supervisor newsletter and include on demand trainings for student staff beginning this semester.

Joy suggests for our February 23<sup>rd</sup> meeting that we look at our Campus Climate Survey results and see if there is some work that this committee can help to support.

#### **Green Box Lunch & Learns:**

We have had two Lunch & Learn Series so far after relaunching this initiative. If you were in attendance for Jessica's session from Ten16, please fill out and send Joy the feedback form. Tomorrow, Kylie and Kaitlin will be offering their Title IX Reporting Obligations Training. This qualifies for the annual training that is required of us. Please feel free to stop by the quad at noon for a green box lunch and join us via zoom for the training.

Lindsay shared that Andy Slater will be hosting the Lunch and Learn on 2/10/2022, but Lindsay is unsure of the content.

We are still in need of someone to host the March 10<sup>th</sup> slot. Some of the ideas for future Lunch & Learns are:

- BIB
- Inclusive Dress "Codes"
- Boundaries of Free Speech
- Green Zone Training

Jacob will see if he can find something for Green Zone Training. Raven said that she could do a session on something. She has two different topics that come to mind. Side Note: Joy shared that The Violence Prevention Coordinator position should post tomorrow.

**2021-2022 Academic Year Meeting Schedule:**

Our next scheduled meetings are as follows: Wednesday, February 23, 2022, from 2-3 pm and on March 20/2022. If you have any requests for agenda items, please get with Joy.

**Round Table:**

Sarah has taken an Assistant Director of the LGBTQ+ Center at Ohio University position, which involves paid leave and benefits. She is currently working remotely for Ohio and is scaling back her responsibilities here at FSU while trying to get things in order prior to her final departure. She is trying to set up projects and supervision, etc. There will be a MSW intern who will be occupying Sarah's office space. OMSS will be absorbing some of the responsibilities and support, checking in with employees, managing the Discord, etc. Danyelle and Joy have been discussing ways to support students and the center for Spring as well as the vacant job posting details.

Sarah shared that upcoming events can be mostly found on their Facebook page and Instagram. Some things can be found on the website too. Sarah has shared her new contact information as follows: New work email is Doherty@ohio.edu and cell is 609-775-8001. Thank you, Sarah, for your work here at Ferris. You will be missed.

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