

## Student Affairs Diversity Committee

### Meeting Minutes

11/5/2020

**Present:** Joy Pulisfer, Nick Campau, Angela Roman, Angela Palmer, Lindsay Barber, Sarah Doherty, Ashley Schulte, Angela Garrey, Kylie Piette, Eric Haner, and Alyssa Caron

**Absent:** Matt Chaney, Kaitlin Zies, Mark Schuelke, and Jacob Schrot

#### **Professional Development Share (Eric):**

Eric participated in a virtual conference, NODA (National Orientation Directors Association). He shared some of the take-aways that he had from the sessions he attended. He shared that much of the conference was devoted to racial inequalities. One workshop that he attended was titled, "Affinity Spaces," where anti-racism conversations were held for white-identifying colleagues. Some of the topics in the discussion were about assumed racial comfort, about the importance of racial justice work and promoting racial/social equality. Other highlights discussed by Eric are as follows:

- We should be mindful of our diversity action plan when hiring all positions, and not just director level and up.
- "A good fit" is coded language and should not be used. We should really look at the messages sent of who should be at Ferris and why.
- We need to step up, take onus, and do the work.
- Many institutional calendars are Christian-focused. One thing that some institutions have started to do is to have Juneteenth off.
- We can empathize with others, but we need to be more aware and listen to what is going on; do more than just empathize.
- How do we go about making our policies visible to people before one might decide to come to Ferris?
- We must be authentic with these policies and "do not just say."
- Suggestions to have yearly employee training on this topic.
- It is important to not ignore current events. Talk about them in the workplace, and allow for venting and open conversations.

Kylie shared that Fredericka in HR has started an HR Diversity & Inclusion Task Force which Kylie is part of. One of the goals of this task force is to have a helpful onboarding procedure that everyone can follow consistently and it will be available on our website to those looking into Ferris.

Joy will reach back with those in this committee who are part of AC to see how we can share this information with AC.

Kylie suggested there be listening sessions for employees much like those going on now by David, Jeanine, and Bobby with our students (Deliberate Dialogues). It was suggested to think about our environment and how it would be safe for those participating if this was done.

If you have any thoughts of what we would advocate for in a structure that we can do anti-oppressive work, please connect with Joy. One suggestion was to have a faculty/staff climate survey and from this, there may be affinity groups formed.

**Next Meeting:**

Joy will look for a time to meet again next week.

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