

Student Affairs Diversity Committee

Meeting Minutes

12/1/2020

Members Present: Joy Pulsifer, Nick Campau, Kaitlin Zies, Ashley Schulte, Mark Schuelke, Sarah Doherty, Angela Palmer, Eric Haner, Kylie Piette, Angela Garrey, Alyssa, Stacey Sandy, and Jacob

Guest: Maggie Walcott

Grand Rapids Area Mutual Aid Network (Sarah):

Sarah has been part of and has been a great influence in the creation of the Grand Rapids Mutual Aid Network. She agreed to share with the committee on how the network was created, and the overall work that the network has done. She began by explaining the concept of mutual aid in that it is not a non-profit capitalism, but a movement/campaign for community care. The Grand Rapids Area Mutual Aid Network is a survival strategy for the community and works as it is intended to. Sarah explained that this was formed in response to the government's neglect to care for those who are typically in need. This campaign started many conversations on the proper ways to start a mutual aid, the determination of power on giving the resources, how to bridge building tensions in the community, building trust between the black and white populations, white supremacy, and how to prioritize the focus of the campaign. Out of this campaign has come some political movements and led to other conversations in the Grand Rapids community about awareness. Currently the network has given approximately \$130,000 in cash over 9 months. For more information on the network, please visit www.Facebook.com/GRAMutAid. Thank you, Sarah, for helping us understand the work that you and others have been doing for the Grand Rapids community.

Bulldog Basic Needs Alliance (BBNA) (Maggie):

Maggie joined the committee to talk about the Bulldog Basic Needs Alliance, which initially started as a security fund/FOAP and ran exclusively from Patty Terryn. If a student was in need, the student was sent to Patty for help. There was no fund raising for this initiative. In an effort to improve upon this important initiative, a committee was formed to share the responsibility beyond one person, and to begin to raise funds more than once a year. Maggie shared that the BBNA is a committee comprised of volunteer members and the mission of the alliance is to commit to the academic success of our students by first addressing their basic needs. The alliance ensures that they will:

1. Be Human Centered
2. Act Quickly – they will provide assistance within 24 hours
3. Minimize Barriers – they have created a website, so people know about it
4. Reach for Equity
5. Emphasize Community Awareness
6. Provide Additional Resources

Those who qualify for assistance:

1. Current FSU students – they can put meal swipes on student IDs and can put students in an on-campus apartment for up to 14 days
2. Must be able to demonstrate need
3. This need must be immediate

4. They will reach for equity in cases

If you learn of students who need assistance, send them to the BBNA. You may reach out to the BBNA after business hours via email. The committee members monitor this email after hours.

Maggie hopes to have a grant to assist in funding soon.

Diversity Awareness Calendar:

Eric researched Diversity Awareness Calendars and found one on a community college's website that did a good job of listing important dates by month. He found this format easy to read and wondered if the committee felt that we should proceed with this type of format on our current Student Affairs Diversity website. Eric has offered to work with Eric Hazen to update our website with this type of list format. He will connect back with us after he speaks with Eric.

Plan for Upcoming Meetings:

Joy has asked the work groups chairs to email her the next steps for Spring of the work that has been done by each work group. The work group and the chairs are as follows:

- Angela Roman: Student Training/Education
- Nick Campau/Angela Garrey: Policy Review
- Ashley Schulte: Book Club (Division Professional Development) & Resources for Students on how to do anti-racism work

Joy has asked that all committee members review the Student Affairs Diversity website and create a punch list of out-of-date information that is on it and to come up with 1-2 specific, actionable, realistic timely goals for our committee to work on for spring. When doing so, please keep in mind some of the points shared at our previous month's meeting:

- We should be mindful of our diversity action plan when hiring all positions, and not just director level and up.
- 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 they 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.

Remaining Fall 2020 Scheduled Meetings:

On Tuesday, December 8th, Angela Garrey will talk about a one credit course proposal on Diversity and Inclusion. We will discuss a concrete work plan for spring.

On Wednesday, December 16th, we will identify a spring meeting schedule and revisit the commitment to attend more OMSS events.

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