

Student Affairs Diversity Committee

Meeting Minutes

12/7/2020

Present: Joy Pulisfer, Nick Campau, Angela Roman, Angela Palmer, Lindsay Barber, Sarah Doherty, Ashley Schulte, Angela Garrey, Kylie Piette, Mark Schuelke, Kaitlin Zies, and Alyssa Caron

Absent: Matt Chaney, Eric Haner, Stacey Sandy, and Jacob Schrot

Reflection on the Racial Climate Town Hall:

The committee discussed the Racial Climate Town Hall, and for those who attended, they provided feedback. Feedback and take-aways from the Town Hall shared were as follows:

- There were many people in attendance, approximately 250, which included faculty, staff, and students.
- Dr. Pilgrim began the presentation by asking how others would describe the climate at Ferris State University.
- There was an understanding that there may be concerns from faculty and staff that would be addressed or discussed.
- Although there has been some movement in Housing, there needs to be more.
- The Town Hall seemed to end abruptly.
- Heard about the need to promote hiring and advancing of people of color.
- Transgender students and students of color feel very tokenized.
- There didn't seem to be a very clear vision of what comes next.
- Frustrations and perceptions of actions never being taken was shared.

For Credit Diversity Course Proposal (Angela Garrey):

Angela came up with an idea to create a one credit diversity course. This idea came out of hearing from students who expressed that they didn't feel like there was a lot of learning about equity and inclusion on campus, nor things happening that allowed for students to understand and appreciate other cultures. In response to these feelings shared, Angela proposed creating this course in lieu of FSUS.

Student Affairs Division Implicit Bias Training:

Joy shared that Jeanine suggested bringing in a trainer who would lead implicit bias training for our division. Kylie suggested that if this is planned, to wait until after January 20th. The committee shared their reservations, questions, and feedback about this suggestion. It was asked what the goal of the training would be, and the motivation behind it. It was suggested that it might be better to have an incentivized training option where employees could choose which training sessions to attend throughout the year, and that they must attend a certain amount to receive credit or the incentive.

Work Plan for Spring:

Joy reviewed the topics that have been shared in Teams as ideas for upcoming work plans.

Next Meeting:

The next meeting scheduled is December 16th, from 9-10 am.

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