

Student Affairs Diversity Committee

Meeting Minutes

6/11/2020

Members Present: Joy Pulsifer, Lindsay Barber, Nick Campau, Kaitlin Zies, Angela Roman, Ashley Schulte, Mark Schuelke, Sarah Doherty, Matt Chaney, and Angela Palmer

Goal of today's meeting:

Today's goal is to come up with specific and achievable initiatives that we can sponsor for our committee, our division, and our students. We will break out in small groups to discuss ideas later in this meeting.

Training opportunities:

Darnell and Sarah have sent up a couple of training opportunities. Please be sure to check them out.

Student Townhall:

Sarah was the only member of this committee who attended the student townhall hosted by Dr. Pilgrim. Sarah provided some of the highlights from the time in which she was able to attend and they are as follows:

- Students are clear that OMSS and CLS matter to them. They feel like this is a place that they can gather and call home.
- Black students and POC do not feel welcome or heard on our campus.
- They are concerned about social connections.

Pride Month:

Sarah was thinking about doing a car caravan in Big Rapids to celebrate Pride Month; however, she was unsure of whether she should initiate this at this time. Currently she is collecting historical pieces and sharing them, as well as cultural filmings. Pride Month celebrations will probably be low key this year. Please watch the LGBTQ+ Resource Center social media pages for updates.

Break Out Sessions:

The committee broke out in three smaller groups and thought about ways ideas and actions that we could take/build upon to stand up against racism, racial violence, police brutality, and to dismantle racism in our communities. After the groups met, the entire committee reconvened and discussed the ideas that each group came up with. They are as follows:

- Put your weight behind what black organizers are already doing. OMSS already hosts many activities/programs, please come out to support their efforts.
- There is an opportunity to include microaggressions in student staff training and in Leadership initiatives.
- Set up funding for an endowed position for OMSS to assist with the work.
- Provide professional development for student staff on microaggressions, implicit bias, unpacking institutional racism, and systems of oppression.
- Provide continuing town halls, possibly with a student conduct topic.
- Inclusion in IFC (Sentiment of those non-white in historically white organizations).

- Tackle confederate flag displays from our students.
- Promote scholarship and funds on campus with AU&M/Development that support underrepresented students, students of color, and social justice initiatives.
- Webinar & Resource Bank: Assign 1 per person and then do like a mini poster presentations/share back (as if you went to a conference and then came back).
- Support BIPOC art, music, poetry at a virtual or in-person event, or with graphics when you post something on social media with appropriate credit. Host a fair to purchase some of these products.
- Support BIPOC owned business – gift cards for give aways, hosted lunches, where we buy our PPE from...
- What’s Next” Idea – Talk about meeting students where they’re at... This can be challenging, and some would say problematic, but I struggle with moving someone from the All Lives Matter to being silent ... is movement.
- Write captions + alt text and help our areas remember / build a practice of doing that, captions for videos/editing captions for videos.
- @domincanu Instagram Post / Public Commitment
- Conversation Guides for “Talk Back” Guides for Pop Culture (Black-ish, etc.)
- Student Organizing Guide
- LeaderShape Equitable Leadership Model (Or something similar)
- Role of SGA??

Upcoming Actions:

Joy will look for a time that we can meet again before July 15th. Give some thought between now and when we meet about the initiatives discussed today.

Round Table:

Matt shared a book that he is currently reading; one that would be valuable for all to read: “Creating Inclusive Campus Environments.”

Lindsay shared that on Wednesdays at 1:00 pm, PCC is putting on a processing group for students. This will be a weekly event.

Joy shared that Jeanine and Dr. Pilgrim committed to sending out a climate survey. Please give thought about the design and questions that should be asked in the survey.

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

