

Student Affairs Diversity Committee

Meeting Minutes

6/16/2020

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

Absent: Angela Garrey, Kaitlin Zies, Kylie Piette, and Jacob Schrot

Establishing Work Groups:

Joy introduced an idea of establishing 5 work groups which would work on 5 different projects in the next couple of months and have established deliverables at the August 3rd meeting. The five different work groups she proposed to establish are as follows:

1. Town Hall Series (Intersection of race and sexual violence, student conduct, etc.).
2. Creation of Conversation Guide for “So You Want to Talk About Race.”
3. Creation of Conversation Guide for “Creating Inclusive Campus Environments.”
4. Equitable Leadership Module and Student Staff Training
5. Students Guide to Activism Landing Page/”25 Strategies.”

After discussing the different work groups, it was decided to minimize the work into three different work groups that include:

1. Town Hall Series, Equitable Leadership Module, Student Staff Training- This work group will be led by Angela Roman. Joy suggested having someone from UREC on this group due to the large population of student employees they have. Other members on this group include Lindsay, Mark, and Angie.
2. Creation of Conversation Guides/ Activism Landing Page – This work group will be led by Ashley. Sarah and Joy will work in this group.
3. Review of current policies for equitable practices – This work group will be led by Nick. It was suggested that an employee from CLACS join this group. Angela Roman indicated it will probably be Nick Smith who would join the group. Nick Campau suggested having someone from Admissions (perhaps Jeff Stewart) to join the group, and after discussing it, Nick suggested that he and Angela Garrey co-chair the group. Angela Roman suggested having student involvement in this group as well so they could learn the obstacles that students face when adhering to current policies.

Matt volunteered to facilitate any discussions that we have if we were to purchase the book, “Creating Inclusive Campus Environments,” as he has previously been part of a book club with FCTL.

Additional Follow Ups:

1. We need to be better at attending OMSS events. An outlook invitation will be shared and attendance from staff will be expected.
2. Climate Survey – If there is something you now that other schools are doing and would like to recommend, please let Joy know. Also, if there is a question that you would like to see included that is not usually included in the platforms used for the surveys, please share with Joy.

3. Responding to Confederate Flags – Nick will share out resources that he has regarding this topic. He will invite Dr. Pilgrim to lead a discussion during our next meeting. It was suggested to invite someone from General Councils Office to talk about the parameters we need to follow.

Round Table:

FCTL Panel: Matt is participating in this and will meet this Thursday. Todd from FCTL has sent out an email/request to faculty and staff members asking to serve on the panel. This panel will focus on “Teaching with Trauma,” and discuss how trauma and difficulties harm our Black students and students of color.

BR Town Hall Meeting: Nick and Matt attended a BR Town Hall meeting facilitated by Byron (supported by Dr. Thompson). Nick shared that the big takeaway was that there is a need for starting and continuing conversations with our students. There was not any representation from the BR DPS. Byron and Dr. Thompson are working on creating a community meeting. It was suggested by Dr. Pilgrim that they bring in a facilitator to conduct these meetings and Pastor Devan was suggested as an option, using churches that are large enough to accommodate the gatherings.

Juneteeth Celebration Picnic: Joy will be attending this event, which is on Friday, from 3-6 pm. Please attend if your schedule allows for you to do so. It is at Hemlock Park. Joy has offered to provide food if they need it. Amani will connect with Joy regarding this and other needs by the end of the week.

Discussion on yesterday’s Supreme Court Ruling on Title VII: Sarah shared that this is a big step in the right direction but worries about health care availability for patients who are transgender. Health and Human Services stated that they will return to the government’s interpretation of sex discrimination according to the word ‘sex’ as male or female.

(<https://www.cnn.com/2020/06/12/politics/trump-administration-transgender-health-care-protections/index.html>).

Sarah hopes that Birkam Health Center will continue to assist in providing health care for our transgender students and play a big role in supporting their medical needs.

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