

Student Affairs Diversity Committee
Meeting Minutes
July 15, 2020

Present: Joy Pufhal, Nick Campau, Matt Chaney, Kaitlin Zies, Angela Roman, Lindsay Barber, Kylie Piette, Mark Schuelke, Angela Garrey, Sarah Doherty, Eric Simone, Stacey Sandy and Angela Palmer

Absent: Ashley Schulte and Jacob Schrot

Guest: Dr. David Pilgrim and Dr. Jeanine Ward-Roof

Introductions:

Joy welcomed our new committee members: Eric Simone, Director of Orientation and Stacey Sandy, a pre-optometry student who will be a senior in the Fall semester. Everyone in the meeting introduced themselves.

Responding to Confederate Flags:

Nick led a discussion regarding the displaying of the confederate flag by our students and community members. The question was posed on how to address/respond to this action that we do not condone. Some of the highlights raised during the committee's discussion are as follows:

- There is an understanding that we have limits based on legal rights, etc., but we are interested in having a response/statement about our stance as a university.
- It was encouraged to meet such controversies head-on by having open forums, where the dialogue embraces the fact that we are not scared to talk about these things, and are willing to listen to others' views.
- There is a need for some sort of a platform that the student can use when they have an issue of racial disparity or experience a hostile/discriminatory environment.
- We would like to see constructive and productive actions in place.
- It is important for the students to feel heard and that their feelings are valued.
- One recommendation that came from the EAD is to have a solid plan for watch points.
- There is an interest in seeing the data resulting from the climate survey.
- There is interest in starting a bias response team (name of team can be revised/decided later). The reality is that students do not know where or who to go to if they have a complaint. A bias response team would provide clarity on this. Currently we are routing these to Student Conduct when the incidents involve students, but more often than not, it is not an actionable violation in the code. Kylie has volunteered to be a member on the bias response team when it forms.

Next steps:

Some of the next action steps include to take the leadership in a bias response team. Joy has asked that everyone look at models from other institutions and share with the committee. We can decide which model will work best for us. You can share these by sending them out to the entire committee or sending them to Angie to include with the minutes. Sarah shared that Cornell University has a student driven bias team that has accountability measures built in (i.e. building reports to display what types of incidents have been happening on campus, etc.). The link to the Cornell University Bias Response Program is as follows:

<https://diversity.cornell.edu/our-commitments/bias-reporting-cornell>

It was suggested that the Criminal Justice program create some sort of proactive message as to how we are preparing our cadets, and addressing issues of police brutality. Joy will reach out to the Coordinator of the CJ Program, Joseph Ferrandino, and ask him if he would be interested in joining our next meeting to discuss this opportunity.

Next meeting:

Our next meeting is scheduled for August 3, 2020. We will have updates from our work groups (Student Education/Professional Development work group, Book Club work group, and Policy Review work group). We will also discuss the fall meeting schedule. If you have round table topics, please send them via email to the entire group.

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