

Student Affairs Diversity Committee

Meeting Minutes

3/2/2022

Present: Joy Pulsifer, Angela Palmer, Kaitlin Zies, Kylie Piette, Nick Campau, Sarah Meiser, Angela Roman, Lindsay Barber, Raven Hills, Justin Harden, Angela Garrey, Danyelle Gregory

Campus Climate Team Update:

The Ferris Equity Initiative Convening registration is available. This convening will be held via zoom on March 24, from 11 am - 4 pm, and will include keynote speakers and break out sessions. Joy will be co-chairing a Best Practices Team and leading a breakout session on the topic of grants. Please register if you are interested and would like to participate.

Ferris Equity Initiatives Updates:

Joy shared that Navigate Work Groups and Best Practice Teams may correlate in the future.

Continuing Work Plan Updates:

Student Affairs Diversity Webpage: We are waiting on the Ferris webpage team to assist us with getting the drop-down links to match the right-handed links that are currently on our webpage so that mobile users can utilize them.

Lunch and Learns: We have had four lunch and learns so far this year.

Angela shared that we have had 27 responses for all four of the lunch and learns that we have done. She shared data from the surveys from each session. We had the most amount of completed surveys from the Title IX session. She also shared feedback that was given by others as possible topics for future lunch and learns.

Our next Lunch and Learn Series is on April 14th which will be hosted by Sarah Meiser on the topic of Restorative Justice.

NACCC: National Assessment of Collegiate Campus Climates Recommendations:

Joy suggested that as a group we begin by reviewing the commendation action items for the 6 areas of measurements discussed in the NACCC campus climate results and begin to identify work that we can start to initiate in the Fall and where we can directly impact or begin to influence in a positive way. The 6 areas of measurements that are highlighted in the Campus Climate Survey are as follows:

- Mattering & Affirmation (p.6-8)
- Cross Racial Engagement (p.9-11)
- Racial Learning & Literacy (p.12-14)
- Encounters with Racial Stress (p.15-17)
- Appraisals of Institutional Commitment (p.18-20)
- Impact of External Environment (p.21-23)

Joy thought that the first three fit more appropriately in our work within Student Affairs, given that we have a CCT that works with encounters with racial stress, the CCT & BR Equity work with the impact of external environment, and that the work of appraisals of Institutional Commitment is work for the PC.

The committee was randomly assigned in groups and charged to review the action items within one specific area of measurement. The three topics assigned were as follows, along with the person who volunteered to facilitate:

Room 1: Mattering & Affirmation (Raven facilitated)

Room 2: Cross Racial Engagement (Nick facilitated)

Room 3: Racial Learning & Literacy (Kaitlin facilitated)

When the entire committee reconvened, feedback from each group was given and discussion points are highlighted below:

Room/Team 1: Mattering & Affirmation:

Raven shared that the recommendations in this section did not necessarily feel like items that we could manage in Student Affairs and were specific to Academic Affairs. However, the group felt that there were ways to expand the work that we are already doing in Student Affairs that would increase the overall sense of mattering and confirmation, especially for our racially minoritized students. One suggestion was to expand on the lunch and learn series that we already facilitate and invite others outside of Student Affairs to attend. A second suggestion was to work with the FCTL to collaborate on work that can be done inside the classroom that we may already be doing outside the classroom. A third suggestion was to create a podcast that people could listen to. The group also discussed using incentives as a way to get more faculty and staff involved in conversations, lunch and learns, etc. A tangible idea that was thought of in relation to the diversity movement was to compile 2–3-minute videos that can be included in the student emails that Joy sends out. These videos could include and provide expanded vocabulary to get students the language that describes what is currently happening. This would demonstrate that we are committed to this work and feel that it is important.

Room/Team 2: Cross Racial Engagement:

Nick shared that they discussed ways that we could better equip ourselves to have the confidence, tools, and vocabulary about this topic, and then offer up ourselves to present to others on campus, such as within a FSUS class. In thinking about the ways that we could train ourselves to become better on this subject, we are also communicating a specific message that this important to us individually and as a university.

Room/Team 3: Racial Learning & Literacy:

Kaitlin suggested that we review each Recommendation and Strategy and discuss how we can work toward implementing the action item. The group discussed the written resources that our offices and departments share out and the importance of taking the approach to ensure that these resources are purposeful in relating to the issues of race and racism. Danyelle shared that OMSS has begun some of this work by offering and facilitating the “Conversations on Race” series. She has already presented the topic of the *Conversations on Race* series to the Academic Deans and has had some interest to move forward in collaborating with some of the different Academic Colleges/Programs in offering this series. Danyelle shared that in facilitating the Conversations on Race, students, faculty, and staff are able to talk about the issues and concerns of racism on our campus, and then ultimately identify steps and actions that we utilize to adequately prepare our students. Our end goal is to prepare our students to live in a racially diverse society. The group discussed the importance of collaborating with Academic Affairs since the majority of our students spend their time inside the classroom. Angela discussed some of the possibilities that we have when adding our initiatives into Bulldog Connect. It was also discussed to work with Academics to have a general diversity and equity statement that can be included in their class syllabus.

If your group would like to meet prior to our next all group meeting, please feel free to do so. We will continue to discuss at our next meeting.

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