

Student Affairs Diversity Committee

Meeting Minutes

4/6/2022

Present: Joy Pulsifer, Angela Palmer, Nick Campau, Sarah Meiser, Angela Roman, Raven Hills, Justin Harden, Angela Garrey, Danyelle Gregory, Eric Haner, Andy Slater, Sarah Doherty

Welcome Andy:

Joy welcomed Andy Slater to our committee who is serving in an interim role as the Director of the Personal Counseling Center.

Campus Climate Team Update:

No updates given.

Ferris Equity Initiatives Updates:

Eric shared that the Holds Reform team/subcommittee has been established and will meet for the first time on Friday. They will look at students who have holds on their account, racial demographics of those who have holds, etc. Joy shared with Eric that she has had first year students reach out to her regarding their financial aid holds. They are first year students who did not know that they had to accept their federal loans and/or go through financial aid counseling. Often when they reach out to Joy, it is challenging due to the time lapse of due dates, acceptance deadlines, etc. Joy shared that she has also seen a number of students who have been SAP'd and who have not resolved the issue, which is has yielded in a hold (usually a housing hold for a balance due). These students are usually in the most expensive housing. When we administratively withdraw them from the University, they usually leave the University with large balances due, and these students are always students of color. These are some of the situations that Joy would like for this subcommittee to review. Eric will take this information back to his committee.

Sarah shared that her subgroup has met and discussed they type of alerts that we should include in Navigate. Sarah also shared that her group that she is co-chairing with Karen Royster James has met and they have discussed the challenges of not understanding the work that other areas on campus do. Angela Garrey offered to connect with Sarah to discuss something that Ball State has done to understand the work of different departments on their campus.

The next SPARC meeting will be on Tuesday, from 3-5 pm, and will cover Navigate. You will see Navigate and presenters will discuss the benefits of using Navigate.

Continuing Work Plan Updates:

We had a goal to intentionally focus on DEI programming for student employees and student leaders. Joy suggested that this can be moved to a "done" category as this has been implemented in the work we do.

We have struggled to get students to attend our meetings and we will work on this moving forward.

Green Box Lunch and Learns: We have read and considered the feedback on the evaluation forms that have been submitted after each Lunch and Learn session, and it seems that the lunch and learns have gone over very well. Participants have shared that they have learned something new in them and have shared how they will incorporate what they have learned into their work. The next scheduled lunch and learn is on March 14th and will cover Restorative Justice. Joy asked Sarah to invite David Pilgrim to this.

NACC: National Assessment of Collegiate Campus Climate Recommendations:

During our last meeting, we broke into three separate groups to discuss the following recommendation action items: Mattering & Affirmation; Cross Racial Engagement; and Racial Learning & Literacy. The groups began to identify work that we could start to initiate and have direct impact or influence our campus climate in a positive way. Some of the recommendations that began to form are as follows:

Raven's group (Mattering & Affirmation) discussed 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.

Nick's group (Cross Racial Engagement) 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 is important to us individually and as a university. One question raised was, "Is there an area where the Student Affairs Diversity Committee & the Conversations Subgroup of the CCT can collaborate?" There was a suggestion to create an "R3 for DEI for FSUS.

Kaitlin's group (Racial Learning & Literacy) 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, that 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 also 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 suggested that we work with Academics to have a general diversity and equity statement that can be included in their class syllabus.

All-gender Restroom Statement:

Sarah Doherty shared that her CCT subgroup has been working on an affirmation statement which reads that students should be able to use any restroom that they desire. The trans community is looking for some clarity that they belong here. The group is addressing this ask by compiling this statement. An audit of the locations of all the restrooms on the BR campus and the KCAD campus has been done. Joy attached and shared a near-final draft of the work that the subgroup has done. Please take a look at it and provide feedback. The subcommittee hopes to take it to President's Council with the SA Diversity Committee support (providing a letter of support from the SA Diversity Committee). Nick asked about whether we should include the satellite locations that Ferris has regarding the question on page 2: "How will Ferris/KCAD incorporate all-gender restrooms into newly constructed spaces on campus?" Raven suggested having AVA involved and be available to give data and statistics about the safety of using the restroom which will be open to all genders. Joy will reach back to Raven on this and take back to AVA. Joy asked that everyone review this document in more detail and provide feedback to her in the next week prior to the subcommittee meeting again.

Other:

Danyelle asked everyone to help her dispel the rumors that the LGBTQ community has been abandoned. OMSS is working hard to continue programming for the center.

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