

## Student Affairs Diversity Committee

### Meeting Minutes

4/9/2021

**Present:** Joy Pulisfer, Nick Campau, Angela Roman, Angela Palmer, Sarah Doherty, Ashley Schulte, Mark Schuelke, Matt Chaney, Eric Haner, Angela Garrey, Kaitlin Zies, Raven Hills, Kylie Piette, Stacey Sandy, Alyssa Caron, Jordan Barker, and Jacob Schrot

#### **Space for Sharing/Discussion/Check-In on How we are Doing:**

Joy gave the committee time to reflect on the Derek Chauvin Trial. She asked if anyone was watching or intentionally not watching the trial. Joy shared that she has not been watching the trial but doing a lot of reading. Angela Roman shared that she has caught snippets of the trial and is more specifically watching the timelines of the trial. Kylie shared that she checks the news headlines daily to find out how it is going but is not watching all the testimonies. Matt shared that he is intentionally only watching snippets of the news and feels like he has seen enough. He is taking a backseat approach and is hoping for the best. He shared that what resonates with the blacks regarding the trial, is that this did not start with George Floyd; for many black people, this is and has been reality for a long time. He gave an example of the stresses that black people have when they are followed in a car by police.

Joy shared a link from CNN that talks about how to have conversations with students and colleagues about the impact of the trial: <https://www.cnn.com/2021/04/02/us/iyw-black-mental-health-resources-wellnes-index.html>. Ashley shared that there are some unique things coming out of the podcasts that she has listened to and wants to applaud the language they have used. She communicated that the chief's statements have been positive in her opinion.

Matt shared a story about going on a walk and witnessing an altercation between a couple who was approaching him as he walked. He witnessed a white male kick a white woman in the chest. There was another young couple on skateboards who approached the scene, and the woman called the police. When the police arrived, Matt told the first police officer on the scene what he saw. The police officer asked Matt if he would be willing to be a witness and then asked for his full name, including his middle initial, and his date of birth. When speaking to the white man and woman, he only asked them for their name. Matt questioned this specific practice of the police officer and shared that this makes him think about why there is reluctance of black people to get involved even when it is for a good purpose. Kylie communicated that this would be normal practices of the police officer if he were to ask the same questions/information of every witness.

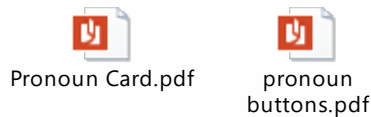
#### **Spring Work Plan Updates:**

##### **Revamp/Create Diversity Awareness Calendar (Eric Haner):**

Eric showed a document that Angie Palmer had sent him which were additions of some items that were not included in the original calendar. He will work to get these added and then work with Eric Hazen to get it on the Student Affairs Diversity website. Sarah will review the list of dates in Teams and add any LGBTQ dates that are not currently listed.

Eric shared that they have a student employee in their area who uses they, them pronouns and has felt uncomfortable from the lack of respect by staff regarding usage of these pronouns. They have created

cards and are printing buttons to be available for staff to help advance the understanding of pronoun use. Attached here are the files that Eric shared in the chat feature. These files are also in Teams.



Kylie and Kaitlin shared that there is a current 6<sup>th</sup> Circuit Court Case taking place regarding a professor who refused to refer to a transgender student by her preferred pronouns. Sarah provided a link in the chat that provides more information regarding this case:

<https://www.insidehighered.com/news/2021/03/29/court-sides-professor-who-repeatedly-misgendered-trans-student>

#### All Gender Restrooms Campus List/Map:

Kaitlin and Kylie have worked with Physical Plant to get a list of all restrooms on campus. They received a 51-page list that includes floor plans and details of whether the restrooms are ADA assessable. This map and list are on the Title IX webpage. The documents that they received from Physical Plant spurred a conversation on gender-neutral restrooms for new buildings that are being constructed on campus. Kylie and Kaitlin are working to get a meeting with Physical Plant and administration to ensure that single-user restrooms are in the plans for the new Virtual Learning Center and any other new buildings for the future.

Kaitlin shared that within the capital improvement process for the Center for Athletic Performance, there are plans to create single-user restrooms as well as a gender-neutral locker room.

Sarah asked if the list from the Physical Plant included KCAD facilities. She expressed the need for clear labeling and the need for access to single-user restrooms at KCAD. Kaitlin will add this to the things needed and will circle back with Physical Plant for these.

#### Research Project/Survey (Alyssa):

Alyssa shared that she is keeping the survey open in Bulldog Connect because they have seen a lot of views. There have been over 100 views, but unfortunately only approximately 40 responses. She thinks this could be due to the lengthiness of the survey or because of the undependable nature of certain browsers for Bulldog Connect. Most respondents of the survey were white woman. Many respondents of the survey are identifying that there needs to be more resources available in the LGBTQ+ Center, but states that what has been done out of the center is good and is fitting their needs. The link to the survey is: <https://bit.ly/fsulgbtgsurvey>. Please help spread the word and the link of this survey.

#### Expect Respect Campaign (Angela Roman):

Angela had nothing new or needed for this campaign.

Angela shared information on an upcoming Leadership Conference. Please encourage your students to attend and asked that everyone pay their student employees for attending the conference. Joy shared that if departments needed money to pay their students, there are funds available to assist in this. She will connect with Jeanine and/or Kristen to get the word out for the entire division of Student Affairs and ask that the division pay their students to attend. Ashely shared in the chat feature that the

Leadership Conference is part of Greek Week for points. Here is the poster that was shared detailing information about the conference:

**FERRIS STATE UNIVERSITY**  
Center for Leadership,  
Activities and Career Services

# 2021 FERRIS STATE UNIVERSITY STUDENT LEADERSHIP CONFERENCE

United As One! - Four Ways To Lead Better  
With An Inclusive Lens of Leadership!

**Dr. Joshua Fredenburg.**  
Inspirational Speaker and Author of Seven Books

**THUR, APRIL 15, 2021**  
7:00pm CST - 9:00pm EST  
**VIRTUAL LOGIN ON BULLDOG CONNECT**

**SPONSORED BY:** Center for Leadership Activities and Career Services.  
and Student Psychology Association

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**FIVE STAR FERRIS STATE UNIVERSITY**  
CENTER FOR LEADERSHIP, ACTIVITIES AND CAREER SERVICES

**SAE**  
Student Activity Fees  
As approved by the Finance Division of Student Government

**Round Table:**

Nick shared that he attended a 1<sup>st</sup> Amendment Webinar. The webinar stated that it is okay to lean on your own values to create a statement and that who the statement comes from is very important. It is important for the statement to come from Executive Leadership.

Angela Roman attended parts of the virtual NASPA conference, but was unable to attend the portion where the keynote speaker was Suze Orman, who drew much criticism for her speech. She had heard claim that Orman equated “net worth” to “self-worth,” which some felt was not understanding of many

entry-level student affairs professionals who are historically underpaid. NASPA later issued an apology for the remarks made by the keynote speaker.

**Next Meeting:**

The next meeting scheduled is May 21st.

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