

Student Affairs Diversity Committee

Meeting Minutes

6/8/2021

Present: Joy Pulisfer, Nick Campau, Angela Roman, Angela Palmer, Sarah Doherty, Ashley Schulte, Mark Schuelke, Eric Haner, Angela Garrey, Kaitlin Zies, Raven Hills, Kylie Piette, Jordan Barker, and Taylor Alvesteffer

Campus Climate Team (CCR):

Kylie shared that she is a co-chair, along with Fredericka Hayes, of the CCT. This team is similar to a team that Ferris previously had, but this team hopes to have a larger impact than once before. This team is meeting monthly and has set goals for themselves. These are as follows:

1. This is a core team that is made up of key partners and the purpose is to respond/react to any major incident biases. This core team will be set up to respond or investigate any biases that arise.
2. They will review/take a hard look at the campus climate survey results and respond to concerns that came out of the participants' responses.
3. Would like to create a repository where training can take place on such topics. They will look at what the campus is doing about biases and if there are any gaps or areas to improve upon.
4. They are also working on smaller initiatives like creating safe places and/or places where people can talk about their concerns confidentially and safely.

There will be subcommittees and Kylie may reach out to some of us on this committee to ask to serve as part of these subcommittees. Kylie asked us to let her know if we ever hear of things that the CCT need to respond to.

Joy shared that the CCT was a commitment that came from the President's document from last summer.

Discussion: Voluntarily identifying gender (separate from legal sex), sexual identity, and pronouns on admissions application:

Sarah brought this topic in for discussion with the interest in understanding recruitment and retention data. Currently we only ask students to identify gender as male, female, or prefer to not respond. Sarah would like to see more options for our students to self-identify under gender and sexuality. There was a discussion on how students will self-identify and feel safe doing so. Sarah would like this data to be helpful in information about retention, graduation, outcomes, etc. of our students. One way to get this data is to ask it on our application. If we had this data, we could follow the trajectory of our students, and understand whether Ferris is a good option for the LGBTQ+ population.

Angela Garrey shared that our application guidelines follow those of the U.S. Common App. She is optimistic that this application will allow for newer terms soon, and we would follow. They go live with their cycle in August so if the changes have not made this cycle, Angela feels that it will be on the 2022 cycle.

Eric shared that from a Banner perspective, there are additional fields that could be integrated. The implementation of Banner 9 is important to this process. If we ask the questions, currently Banner

would not be able to store the information; however, Banner 9 will be able to do so. This is similar to preferred pronoun use.

Angela G. suggested that Navigate could be another great resource in which to store such data, especially while waiting the Banner 9 implementation.

Sarah is working on getting a UWN out soon to invite all staff, faculty, and students to a safe space/meeting space where the participants can discuss how they feel at Ferris and/or concerns they have while being part of the Ferris community.

Joy shared that there is a lot of material out from SUNY and the California system. Joy shared the following links for reference and resources:

<https://www.suny.edu/about/leadership/board-of-trustees/meetings/webcastdocs/5-GatheringinformationOnSexualOrientation.pdf>

<https://www.lgbtcampus.org/assets/docs/suggested%20best%20practices%20for%20asking%20sexual%20orientation%20and%20gender%20on%20college%20applications.pdf>

<https://www.insidehighered.com/admissions/article/2021/03/01/common-application-adds-questions-transgender-students>

Spring Work Plan Updates:

Revamp/Create Diversity Awareness Calendar (Eric Haner):

Eric has worked through the feedback shared regarding the Diversity Awareness Calendar and has sent the information to Eric Hazen. He has seen the new calendar and shared that it looks a lot more user-friendly. Eric Hazen has the information and Eric Haner will circle back once the new calendar will be implemented. The following link is a preview of the calendar: <https://www.wku.edu/omni-cms/calendar/index.php?date=2021-04-19&view=day>

Eric shared that Enrollment Services has information at their front desks that explain the importance of Pride Month as well as two different pride buttons that are available for staff and guests to take. They hope to bring a little more awareness to campus during this month.

All Gender Restrooms Campus List/Map (Kaitlin and Kylie):

Kylie said that this is on her to-do list and will have an update next meeting. She still needs to speak with KCAD. There is a newest version/list on the Title IX website as a resource. If anyone would like to use it and have it on their webpage, please connect with Kaitlin.

LGBTQ+ Resources-Awareness, Reach, Needs (Sarah & Alyssa-graduated):

Joy shared a power point that was created by Alyssa, Sarah, and Jordan which is tailored to faculty. Joy asked Kylie to share with the CCT in any upcoming meetings. Sarah shared some of the important themes that she has learned through comments shared by students in this power point. She was able to share this information and discuss with a group of faculty. Some highlights and points of discussion during our meeting were as follows:

- Those who visit the LGBTQ+ Resource Center have a good experience.
- The smallness in size of the center is concerning for our students in the LGBTQ+ community.
- Many feel that Ferris is not making much progress in moving forward.

- There is a need for a plan for growth and a need to get faculty to a place where they are less resistant.
- Many students have shared their experience of being placed in hostile internship environments and not having alternative options.
- There is a need for more folks to be invested in the LGBTQ community.
- There is a need for relationship building on the KCAD campus.

Our committee engaged in a discussion regarding the negative experiences shared by our LGBTQ students while attending their classes and internships.

Angela Roman is working on a regional conference for employers to learn how to recruit a diverse work population.

Kylie shared that she is the person any student should reach out to if they feel that they have experienced any type of discriminatory remarks or actions. She asks that we all share this information with our students and get the word out.

Upcoming Events:

Sarah is planning a Pride Month Outdoor Event on June 27th, from 4-6 pm, outside the UC in the quad. There will be grab and go food options from catering.

There is pride swag outside of the LGBTQ+ Resource Center and available to anyone who wants it.

Kaitlin shared that there is a SUNY conference coming up soon and is free to anyone affiliated with Ferris.

Next Meeting:

The next meeting scheduled is June 26, from 10-11 am.

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