

Student Affairs Diversity Committee

Meeting Minutes

7/26/2021

Present: Joy Pulisfer, Nick Campau, Angela Roman, Angela Palmer, Sarah Doherty, Mark Schuelke, Raven Hills, Jacob Schrot, Kylie Piette, Jordan Barker, Stacey Sandy, and Taylor Alvesteffer

Annual Diversity Report:

Joy shared report dates and goals, which are as follows:

- Report is due to David Pilgrim on October 15th, is due to Jeanine on October 1, so we all need to aim to have our contributions to Angie on September 10 -17th.
- The goal of our Student Affairs Diversity Report is to share the progress we have made toward the 2016-2021 Diversity Plan:
https://www.ferris.edu/administration/president/DiversityOffice/pdf/DraftStrategicPlan3_2016_2020.pdf

The four prompts to use this year when compiling our report are as follows:

- Actions to address/implement initiatives in the plan (6 goals)
- Actions to address/implement initiatives in the University Strategic Plan
- Major Diversity and inclusion challenges facing the division
- Advice you can offer as we begin the process of creating the next diversity/inclusion/equity plan

Joy will send 5 shareable documents related to the specific prompts that we are asked:

1. Last year's Diversity & Inclusion Programming (add/edit to reflect July 1, 2020 – June 30, 3031)
2. Actions that address/implement the six goals and specific action items within the plan (review before completing) (BHC/PCC, LGBTQ+, OMSS, Completion Coach, Outreach Coordinator, Conduct, Title IX, UCB, and CLACS). Your area may not have something for each goal (see below):
 - a. Create a University that is respectful of differences and civil toward people who are different.
 - b. Build and maintain an infrastructure that supports diversity and promotes inclusion.
 - c. Recruit, retain, and graduate a diverse student population.
 - d. Improve inclusivity by incorporating diversity and inclusion in significant ways in teaching, learning, and research
 - a. Build upon existing partnerships and create new partnerships that enhance the University's commitment to and work with diverse population.
3. Action to address/implement initiative in the University Strategic plan (6 themes)
4. Major DEI Challenges for Student Affairs
5. Advice

Spring Work Plan Updates:

All Gender Restrooms Campus List/Map:

Kyle shared that she and Kaitlin received Kendall's updates and these should be updated on the website.

Title IX Website shows the listing/location for each restroom: <https://www.ferris.edu/title-ix/singleuserrestroom.htm>

DEI Campaign on Campus:

Joy will have Angela Roman update our committee by email.

Student Membership:

Joy suggested to send her names/nominations for students who you think may want to join our committee for 2021-2022. We will figure out a compensation which can include any work they do for the committee, and not only subjected to meeting times. Calendar meetings have been sent out and include two meetings for the fall.

Diversity Awareness Calendar:

Joy took the dates on the shared doc:

<https://ferrisstateuniversity.sharepoint.com/:w:/s/StudentLifeLeadershipTeamcopy/EdLtX8ILYnpJkph2Lx1ErygB4zpwe41OsJ0R5cX7LGPnrg?e=1MdQSH> and sent out appointments on our Outlook Calendars. If you have other dates that you want included, please add them to the shareable document.

2021-2022 Academic Year Meeting Schedule and Agenda Items:

- a) We will begin our first meeting for the fall semester on the last Wednesday of September (9/29), and continue with the following dates 10/27, 1/26, 2/23, and 3/30
- b) Student Affairs Diversity Website Review: Lead- Joy, Angie Palmer, and Ben Avery
During our next meeting, we will review the updates to our SA Diversity Website:
<https://ferrisstateuniversity.sharepoint.com/:w:/s/StudentLifeLeadershipTeamcopy/Eb41sVgGhEBtIuD6XKH3sEBjLDPFXtwbX16Kfi3M72Mxw?e=kOQzTy>
- c) Joy is suggesting to restart our lunch and learn series and provide a Green Box from Dining Services for participants to use for each event. These will occur once a month, with the first one on Thursday, September 9 2021, and will continue on the second Thursday of every month.
Some topics that may be covered are as follows:
 - o Inclusive Dress Codes
 - o Boundaries of Free Speech – possibly an in-service. Lindsay suggested tapping into the recent court case regarding the cheerleader who posted something on social media and discuss the outcomes of the case
 - o Mental Health vs. Mental Illness: Building a Campus Culture of Support, not FIXING
 - o Green Zone Training
 - o Draft Assessment Tool – Link on agenda. Joy will have Angela Roman take another look at this form prior to the Lunch & Learns.

Round Table:

- Lactation Space- Nick suggested looking into mini pods that can be purchased to put in the UC or other areas of campus.
- Lindsay incentivized her staff to take on a topic for professional development and wanted them to focus on DEI this year. Her staff has taken this on and done some work in this area over the course of the summer. Her hope from this is to have more lunch and learns lead by her staff.
- Sarah has done some work and had conversations with KCAD regarding the need to expand the number of all gender restrooms. Joy will put add this topic on the next agenda where we will review the current locations of our all gender restrooms and offer suggestions for more locations on our BR campus and KCAD campus.
- Joy asked the committee to watch for invitations for the fall lunch and learns as she will work to get these out to us.

Next Meeting:

The next meeting scheduled is September 29, 2021 from 2-3 pm.

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