Diversity Committee
October 2, 2018

☒ Kim Feig, Chair
☒ Marika Adamek
☐ Julie Adams
☐ Sandy Bauman
☒ Hayley Blevins
☒ Kris Fife
☒ Laura Gifreda

☒ Kristina Kenning
☒ Robyn Kiesling
☒ Amy Kong
☒ Jessie Pate
☐ Stephanie Pung
☒ Deb Rapaport
☒ Joyce Walborn

☐ Hannah Johnson,
ASHC representative
☒ Kirk Lacy (visiting)
☒ Stephanie Heitman,
student

A. Discussion with Kirk
1. Goal of visit: to promote open communication, discuss opportunities for open dialogue about diversity. Chair of committee (or designee) will also attend Cabinet meetings throughout semester
2. Discussion about role/scope/function of diversity committee going forward – Dean intends for the committee to support campus in achieving Strategic Goal #4 – including that the committee would develop action plan (4.2) and take on 4.3 as well, providing diversity-related professional development for the campus. What does the campus need to do to promote awareness/education, engage the campus, regardless of resources?
   a. From Ariel Donohue visit: Necessary for commitment to diversity to come from leadership and spread across institution, not just via the committee
   b. Ex: hiring practices somewhat beyond purview of committee, but committee can possibly recommend and inform hiring practices
   c. Leadership and committee need to work together to achieve SG #4, develop diversity mission statement
   d. Committee feels strongly that Cabinet should develop a draft statement/vision for diversity and the committee will work with Cabinet to fine-tune – much more impactful for commitment to diversity to come from Dean/leadership
   e. Need to communicate that existing committees reflect institutional priorities
   f. Diversity is woven into all other aspects of the institution – quality of work life, safety, education, facilities, etc.
   g. Start with mission/vision, then develop action plan: reps from Diversity and Cabinet work together, continued engagement across committees
   h. Need to develop a system that will persist beyond current committee members/employees in order to ensure consistency
i. Gender inclusive restroom has potential to be a good initial demonstration of institution’s commitment
j. Think beyond budget limitations to discuss what this institution needs in order to promote diversity and inclusion

3. Committee chairs meeting with Dean’s Cabinet in approx. 2 weeks and will follow up then.

B. Gender Inclusive Bathrooms? We have a statement now we need a plan.
   1. Suggestion: distribute supplemental material to explain the need for and importance of the gender inclusive restrooms
   2. A few students have communicated the need for student input, but these bathrooms are for everyone – students, employees, and the public.

C. Programming for October 10/10 & 10/24: LGBT History Month and National Coming Out Day 10/11
   1. Hayley’s guest: Shawn Reagor – Payment for workshop
      a. Committee would like to pay $50 as an honorarium/stipend, pending approval from business office. Kris F. moved, Kim F. second, passes.

D. Library partnership
   1. Library will display books relating to theme of the month, can also share electronic resources (articles, websites, or videos, for example) that go along with display case.

E. Subcommittee for mission statement, roles, goals/scope: Joyce, Robyn, Amy. Tabled.