

Diversity and Inclusion Committee for Equity and Culture – April 27th, 2022, 2pm to 310pm

Minutes

Regina Gorham, LaSonda Wells, Megan Osetek, Trice Batson, Chris Voss

Internal Committee annual report:

Moving forward, more consistent with meeting notes. No notes from March 8 meeting.

Committee officially sanctioned as of Oct. 4. Will discuss goals over next 12 months.

Next meeting May 25, request emailed to members.

Trice: reviewed annual report.

Main activities: Included activities, partnerships, and professional development opportunities.

Main accomplishments: “feet under ourselves”, starting to communicate more effectively, offering four professional development workshops with Disability Network of SW MI.

Purpose being met: Moving under the guidance of DEI strategic plan

Majority of committees’ work falls under engagement focus area.

Trice: What do you want to see done over next 12 months?

Land acknowledgment

Preferred Name Process: Chris asked what’s holding up this process, Trice explained tech considerations.

Trice shared success of last guest author. LaSonda. TRHT also has a visual component to land acknowledgement to see maps and understand land.

Regina: reached out to Gun Lake tribe, they are doing Earth Day programming, prefers K College’s land acknowledgement, links to videos, visuals, extra materials, from tribe’s lens. Important that it’s not “us writing it”. On the preservation commission, working with tribe on new material for KPL, centered on boundary markers.

On boarding for HR: ongoing discussion.

Megan asked about community connections and programming around LGBTQA+. Outfront Kalamazoo going through leadership change. Recommended setting up a meeting with new leadership and include in committee work. Trice working with Outfront, late May going to have two workshops/professional development opportunities. Cabinet members and admin+ will attend.

Louis asked about HR Onboarding. Trice: important that when people first start here, DEI is talked about and explained and expectations set from the start of onboarding. Should become policy and remain in place.

LaSonda: What will be the balance with programming policy? Trice, there will be a balance, but wants to see more policy movement.

Trice asked about international student services. Chris mentioned programming and a return to in-person programming, asked to be inclusive with campus programming. LaSonda agreed and supported,

LaSonda asked about ways for students to share their voices and ideas, for example, a drop box to share thoughts and concerns, can we come up with a way to share opinions and give input? Unless it's a problem, student don't think to give suggestions or feedback.

Minority Serving Institution: Trice: foster continued growth of underrepresented backgrounds, create pipeline, create relationships with other minority serving institutions, create advocates,

Professional Development Opportunities

-praise for Megan for bringing Disability Network back on board

Upcoming events programs:

Diversity and Bias in the Search Committee Process – May 11th, 1pm to 230am

May – Asian and Pacific Islanders Heritage Month

Health Equity Fair – June 8th, 9am to 3pm at WMU at Multicultural Center

Trice: let's put money toward good use; programming, plan to discuss at next meeting

Slack: also shared via email. Trice asked who's in Slack; 6 or 7 are in it often, proposes we continue and share via email. LaSonda likes Slack, uses it for faculty association.

Megan: Reminder that Disability workshops coming up starting Monday 5/9. Hope to bring more awareness that these workshops happen regularly.

Lewis: Encouraging student to use their voice, mentioned Trice coming to KVAAP seminar. We can utilize students to create culture, more ways to engage students in these conversations. Be intentional about welcoming them in. Trice: Does Lewis have students he can invite to committee?