

Equity and Culture Committee Meeting April 18th, 2023

In attendance - Trice Batson, Regina Gorham, Cat March, Megan Osetek, Louis Thomas

Updates

- Land Acknowledgement
 - Regina will be reaching out to Lakota
 - Committee will be meeting in the upcoming weeks
- Preferred Name
 - IT side of things is almost ready to go
 - Looking now at culture change: What does this mean for each department? How do we communicate changes?
 - 12-18 month process
- Onboarding
 - Could utilize Academic Impressions for this
 - Academic Impressions is an online higher ed-focused training resource with multiple different videos and seminars available
 - Working with HR
- Minority Serving Institutions - St. Augustine's University
 - Waiting for St. Aug's to loop back with us
- Non-Discrimination Policy Review
 - a small group of Cabinet members has been formed to review the policy to add protections and correct inconsistencies
- 2023-2027 Diversity and Inclusion Strategic Plan
 - Update due on May 9th
 - In progress
- "Belonging"
 - What does it mean at Valley?
 - Are we embodying it? How do we embody it? What does that look like?
 - Add to DEI(J)+?

Events & Programming

- April
 - Respecting Differences occurred on the 12th in Miller Auditorium at WMU
 - DEI Social Justice Appreciation group on April 4th, at Taps on Tuesdays
 - Dine for Justice → Lewis Walker Institute, 23rd of April
- May
 - Mental Health Fair May 20th @ the Museum
 - Where can community members access mental healthcare?
 - SHARE Anniversary May 20th
 - Mental Health First Aid on May 22nd, 8:30am-4:30pm, TTC 4240
- June
 - KVAAP will be hosting an event for students who went to school during Covid to skill-build for college
 - Not just for KVAAP students
 - Statewide initiative
 - No age limit, but target audience is 2023 graduates
 - Looking @ dates in June
 - Juneteenth

- 16th, 17th, and 18th → community-wide events
- Pride
 - KVCC LGBTQ+ Diversity Club will have a booth; working in partnership with the Museum