

Agenda:

August 17, 2021

The Diversity and Inclusion Committee for Equity and Culture

Start time: 3pm

Present: Trice Batson, Coty Dunten, Regina Gorham, Jamie Haunejaeger, Brian Lueth, Megan Osetek, LaSonda Wells, Chris Voss

Absent: Rebecca Durkee, Louis Thomas

Introductions: Ice Breaker – Your name with cultural or background story about your family name

Role: Committee Role of Committee/Council:

This committee/council is expected to offer recommendations for instructional programs or services and to provide information relevant to instructional programs or other critical services to the administration and/or faculty and Deans, and as such this committee/council is tasked with representing a variety of stakeholder's perspectives and input.

Individual expectations: Skill development, **commitment** to the cause and to do it PERIOD, White People Talking to White people about race in a skill development way, bravery and courage to speak up, brave space training -- The YWCA is currently holding the brave space training with ONEplace currently. One day commitment to DEI by the organization as a whole. We need to be open to using multiple modalities for trainings too. Work of the committee lives and breathes beyond said work/meeting times. Represent the work and questions as champions (committee members). Leadership is present at multiple events from multiple levels. We need have a procedure for those that experience an "ism..." Disaggregation of data to help move to the targeted demographic towards success. Define processes. Let's be better than ICE. Ask – To help change culture of attending, not attending, make it part of the expectations. Yearly DEI training as part of performance management (expectation).

Meetings: Dates/times – Monthly meeting with work groups – wild schedules so evaluate at the beginning of each semester. **Coty to send Doodle for next meeting

Budget - to be discussed in detail during next meeting

Upcoming events programs:

Diversity and Hiring in the Search Committee Process – August 24th 930am to 1045am

Summit

Hispanic Heritage Month – September 15 – October 15

Rally For Equality – OutFront Kalamazoo – September 18

Breaking the Stigma – African American Mental Health Symposium

Visiting Writers Series – October 19th Jose Olivarez

November 2nd – Tommy Orange

Native and Indigenous American Month – November

Others...

End of meeting: 4pm