

Friday, October 9, 2020  
HSS Diversity Committee Meeting Minutes

Present: Sherry Tripepi, Staci Sturdivant, Louie Guardiola, Amanda Murray, Ann Carrellas, Bridge Parham, Laura Schmelzer

Introduction of members and new member Bridge Parham.

Sherry: Looking for an undergraduate member and another staff person. Staci will ask staff in her department for potential undergraduate representatives. Sherry will ask Angie Campbell to send email for staff member.

Sherry and Louie had a Zoom meeting with Dr. Peoples on 10/8/20 and she is still interested in giving her presentation remotely. Dean Merrick is supportive of the presentation as well as a possible additional session with administrators. Cost for the second presentation will be explored again with Dr. McKether. Dr. Peoples will send a proposal with her cost for both options. The sessions will be delivered via Zoom in Spring Semester. Wednesday mornings are best for most people.

Sherry would like to have the sessions early in the semester, possibly January 27, 2021 to start faculty off with the information Dr. People's will present. First choice is Wednesday January 27<sup>th</sup> and second choice is Wednesday, January 20<sup>th</sup> or both dates if she is coming twice with the second session option. Or meeting with leadership team could be event for fall semester.

What can we do for students?

Bridge suggested working on changing the way the university deals with chosen names so there is a way to change your email to your chosen name. By not having this option people are outed and this shouldn't have to happen. You can use your chosen name on Blackboard but cannot change it in the email system. Sherry brought this issue up to the LBGT Advisory Board and they are exploring that as well.

For any student events, keep Angela Campbell in the loop, Angie can put it on the LED screens on campus. There are a lot of things going, how can we get the word out more? How to get the word out about Diversity Dialogues being available to students?

The committee would like to do an activity for spring. Suggestions included:

- A Lunch and Learn about how to do name changes
- Staci has developed student family groups in HHS in the health profession to increase retention and spark interest in SLP, OT, and RT. Students who want to go on to graduate degrees in these areas are not as diverse as people going into health professions. Sydney Harmon was going to do focus groups with students about what do you need to be successful in the profession but the focus groups didn't happen.
- Bridge has experience with support groups and volunteered to do a focus group. Bridge, Staci and Louie will meet to explore further this idea and then present to the committee.

- One idea was to do a lunch and learn with that group and other disciplines to create support

Sherry spoke with Angie Campbell who updated the website with a link for the committee minutes. Sherry asked Julie Coyle for documents from previous year but has not heard back from her. Julie has the most recent information.

Louie spoke about the college diversity plan which runs through 2022. Need a summary report for last year including committee benchmarks achieved. We should note the committee accomplishments such as the assistant dean, lunch and learn programs. There needs to be a summary report so what we do is archived; report and archives or just a report? Louie-summary report for 2019-20 and then say what we did and attach to the diversity plan. Some programs need the information about what we do for accreditation.

Dean Merrick would like the committee to develop criteria for the Diversity Award, to recognize someone.

For next meeting

- Criteria for Dean's Award-Staci and Laura—draft to us for next meeting, must be examples around, way to provide Mark with names, faculty and staff awards. Ann will send Staci examples.
- Summary report- Louie

The next meeting will be Monday, November 9 at 2 pm.

Respectfully Submitted,  
Ann Carrellas and Sherry Tripepi