

HHS Diversity Committee Meeting
Monday, November 2, 2020

Agenda

Zoom meeting information provided in the meeting invitation.
Meeting started at 2:00 pm

1. Introduction of members
 - a. Sherry, Amanda, Louis, Maddie, Tanesha, and Laura introduced themselves
 - b. Dr. McKether introduced self as well.

2. Dr. McKether
 - a. Goal is to be more hands on with the diversity committees in each college. Previous years didn't have the capacity to be as involved but hoping to connect more this year. Strategic plan includes a diversity plan and a diversity hire plan and most colleges don't have one so working on that. First retreat coming up next week. Hoping to add more people to the team in 2021. Spoke about the committee to eliminate racism from a systemic approach on campus. Dr. Pulse is committing resources.
 - b. Sherry asked what will be happening at the retreat?
 - i. Teams to learn what others are doing.
 - ii. Discussion of diversity committees can work closer with retention committees. Concerns about how 1st and 2nd year students are performing, specifically URM.
 - iii. Also talking about new center for racial equity.
 - c. Louis- Dr. Peoples presentation, asked if there would be interest in sponsoring another session?
 - i. Dr. M- Yes interested in collaborating.
 - d. Maddie, Amanda, and Tanesha are attending the retreat. Laura may attend for a short period of time.
 - e. Inclusive Wall of Honor nominations closes on the 6th, former faculty, staff, or alum, reminder to nominate.

3. Approval of Minutes from the last meeting
 - a. Maddie motioned to approve, second by Amanda

4. Dr. People' presentation
 - a. Review proposal
 - i. Louis- Dean Merrick agreed to sponsoring this session, \$1500 for 90 minute session for 60 participants
 - ii. All participants were in favor

- b. Determine date
 - i. Sherry suggested early in the semester to implement in the classes. Proposed January 27th.
 - ii. Maddie- January 27th or February 3rd is suggested. Tanesha and Maddie have CACREP visit sometime during the spring.
 - iii. Sherry- Inquired about times
 - 1. Amanda suggested possibly morning.
 - 2. Maddie suggested maybe 9 am to allow time for people who have kids to get them to school,
 - 3. Sherry asked if January 27th 9 am-10:30 am is favorable and members agreed. Second proposed date is February 9-10:30
 - 4. Louis spoke of maybe having the second session in the afternoon. Louis will email Dr. Peoples with proposed dates and hosting a possible second session.
 - c. Advertising
 - i. Sherry will ask for previous materials and changing times and days
 - d. Other items?
 - i. Registration- Zoom has a feature so Louis will ask Dr. Peoples. Maddie also suggested using a WebForm if Zoom doesn't work.
 - ii. Sherry- Emphasize the importance of registering early since it's only 60 people
 - iii. Amanda- Suggested asking Dr. Peoples about recording the presentation.
5. College Diversity plan – summary of outcomes /work by the committee
- a. Sherry- Julie agreed to meet with Louis and Sherry to get a summary of last year's work. Hopefully will have an update for next meeting.
 - b. Louis- Did the subcommittee meet regarding the award criteria?
 - i. Laura- Shared information regarding the criteria and can send out. Also shared further conversation regarding expanding student award out to alumni, making the criteria more prescriptive, etc. Asked for feedback.
 - ii. Tanesha- proposed integrating the application to health and human services into the criteria
 - iii. Laura- Will send out via email and ask for additional feedback. Important to be clear in procedures about nomination.
 - iv. Sherry- Would like to see this award be something we give at the end of this academic year so we need to get our feedback to this subcommittee to give them time to meet. Is the Dean still giving awards?
 - 1. Louis- Dean's intent is do this but not sure how we will operationalize this happening.
 - v. Sherry- Loved that this is college wide and considers faculty, staff, and students. Thinks an alumni award could be something we do separately in the future
 - 1. Laura agreed.

6. New business: College Pledge for Justice?
 - a. Commitment to work in their daily lives for justice, equality and human rights
 - b. Sherry- Maybe it's a pledge that students and faculty can sign that continues to develop overtime.
 - c. Laura- Wonder if we had students initiate that to increase engagement. Start with the students and have it come up from them rather than us.
 - d. Amanda- Happy to speak to Dave in bringing this up to PT's student organization
 - e. Laura- Suggested starting with program leaders to see if their student organizations would be interested
 - f. Tanesha-reaching out to Intervention and Wellness
 - g. Amanda- reaching out to her school
 - h. Sherry- Will send an email blurb

7. Other updates?
 - a. Amanda- asked if we have a social media presence?
 - i. Maddie- We don't but the college does.
 - ii. Amanda- Suggested once we have the website up maybe syncing with Twitter or other social media outlets to advertise our events.
 - iii. Sherry- We will make sure Angie has all information for our events to send out to the college and also include in social media posts.

8. Next Meetings – Plan a consistent day/time for January, February, March and April, 2021
 - a. Suggested every fourth Monday of the month at 12:30-1:30 pm.

9. Adjournment
 - a. Meeting adjourned at 2:54 pm.

Spring semester 2021 meeting dates: 1/25/21, 2/22/21, 3/22, and 4/26 at 12:30.