

DIVERSITY COUNCIL (10.15.19)

In Attendance: Avian Wilkins, Joseph Brown, Elaine Conrad, Nilanjana Bardhan, Rob Lopez, Renada Greer, Cristina Castillo, Vern Cooper, Paul Copeland, Lindy Wagner

We quickly reviewed the last meeting notes to ensure everyone was on the same page. There were a few people that had not been at the last meeting.

Lindy shared the following thoughts from Todd:

- He wanted an update on what progress has been made as far as the schedule
- If we are going to make it like a conference, we should consider doing a Call for Proposals soon
- He would like to see a training by Remya and Lindy scheduled during the week
- He wanted to be sure we were not forgetting the possibility of including other institutions and community groups/members
- He also wanted us to consider whether we should have events/invite the law school, rainbow's end, head start

Lindy also made an announcement that she received permission to offer a training workshop pro bono from the Sustained Dialogue Institute. The workshops she conducts vary in time and can be tailored per the needs of the school/audience. This is the website for the council to review and see if this is something they want to add to the schedule: <https://sustaineddialogue.org/>

Here is the general schedule we agreed on and includes the notes we discussed about each one:

Monday, April 20

- Kickoff event: 5pm Infinite Flow

April 21

- Reading & Discussion
 - Paul mentioned an event he had done where participants were asked to read a short piece and then come together to discuss/dialogue about it.
 - The council liked this idea and we thought this could be a morning event
- Vern TedTalk
 - Vern mentioned that Todd asked him to do a "TedTalk" type event and he mentioned that he was thinking about doing the talk about intersectionality (exposure to it, best way to use it, etc.)
 - This council thought this would be a good "Lunch & Learn" or "Brown Bag" type event
 - Considering the event would be about an hour
- Haben Girma

- The council was hoping maybe Lisa and Vivian could look into and update the council on whether a webinar or media type keynote would be possible with Haben Girma or if they could let us know the cost if she were to come speak
- We thought this would be a great evening event

April 22

- Poster session
 - We discussed having those doing research about Diversity, Equity, & Inclusion topics on campus (Health care, communications, education, etc.) create posters for a morning poster session event.
 - We discussed partnering with the Office of the Vice Chancellor for Research because they have expressed to GPSC they would like to have more partnerships with graduate students.
 - This would echo their recent research expo and perhaps serve as another excellent way to entice undergrads to conduct research and potentially continue their graduate degrees at this institution
 - Welcome Table-Title?
- Accountability/Transparency Session
 - This would be an event where we invite upper administrators to share about what they are doing/what progress is being made on campus about topics that relate to Diversity, Equity, and Inclusion.
 - E.g. Chancellor, (Interim) Vice Chancellors, Associate Chancellors
 - Transparent about what they are currently doing and what they are doing has impacted recruitment, retention, donation sources
 - Is the work we are doing at a grassroots level in departments and offices affecting the institution
 - This would be designed to create an opportunity share the positive efforts being done, but also provides an opportunity for the leadership to share where there are still struggles/areas of improvement
 - This will also be a feedback opportunity for students to ask questions and share thoughts/ideas/comments
 - This is mid-week so we acknowledge areas for improvement, but then move into the rest of the week as more celebratory
- Equity & Compliance presentation
 - In the same line as transparent efforts by the university, the council thought that having Kay Doan do a presentation about the in and outs of compliance would be helpful.
 - Let those in attendance know what the office is responsible for/really does
 - If she could make this presentation accessible for any audience (students, staff, faculty) about steps to help someone through filing a complaint, what will and will not be investigated, etc.
 - Help participants understand what is really taken into consideration to understand the student (difference between bullying and harassment)
 - It seems many people are familiar that there is a process, but the best steps or how to help someone walk through the process

- What more should people know about the office?
- What is a “safe” environment?
- Perhaps this could also have a resource/take away that helps attendees help others

April 23

- Office of Associate Chancellor for Diversity Training Session
 - This would be the session conducted by the trainers from Todd’s office (Remya & Lindy)
 - A variety of topics could be used, but perhaps this would be a good time for an Equity in the Classroom or Microaggressions presentation because these both aid in more knowledge for those on campus on how to create more inclusive spaces?
 - Other topics are very welcome
- “Campus Conversation” with Student Trustee Brione Lockett
 - It was suggested that we have this from 3-4 or 3-5 on Thursday because this is a time that students would attend an event
 - This would be an opportunity for students to share their experiences with Diversity, Equity, and Inclusion on campus; this would include their actions and contributions
 - In the same structure as Brione’s Campus Conversations, it would be a facilitated conversation that allows student leaders to share and dialogue with one another and well as those in attendance to listen to student voices
 - This, like the poster session, puts people in contact who are doing related work on campus.
 - We thought this would be an excellent addition to Brione’s Campus Conversation schedule, but he also has good connections with many students and RSOs because of his position and commitment to this topic
 - He was not present, so we would need to connect with him about his interest and availability
 - We discussed having an RSO fair involving those who have/are contributing to Diversity, Equity, and Inclusion on campus and in the community occurring before this event as well as before the closing event discussed below
- Intercultural Dialogue Video Competition
 - We discussed this at the beginning of the meeting as something we all still wanted to do, but did not select a day
 - Maybe this could be from 6-7:30?
 - Chair of Department of Communications willing to put up to \$500 in for prizes for the competition

April 24

- Center for International Education (CIE) Coffee Hour (3-5pm)
 - This was mentioned as occurring every Friday and celebrating our International Diversity
 - Not only is this event something that already occurs on the CIE calendar, but groups & organizations can sponsor certain Coffee Hours, so it was suggested that we incorporate & potentially sponsor this particular Coffee Hour

CLOSING EVENT (Day TBD)

- For the closing event we didn't finalize whether this would be a Friday or Saturday event
- We did discuss that a type of awards event/ceremony that celebrates RSOs, students, faculty, staff, and individuals that have contributed to Diversity, Equity, and Inclusion would be a great
 - We said even hand out awards, have a nomination process before; ensure students, staff, and faculty are involved in the process
- We discussed having the event in the ballrooms, but having an event in the lounge area outside the ballroom as well
 - We discussed either a community fair and/or RSO fair involving those who have/are contributing to Diversity, Equity, and Inclusion on campus and in the community

This is about where we stopped the meeting and the following are items to accomplish:

1. Decide a reading for the reading and discussion
2. Finalize topic for Vern's "TedTalk" (Vern)
3. Research and price for speaking options with Haben Girma (Lisa & Vivian)
 - a. Decide after knowing price points if this is feasible & finalize any contractual agreements if we decide to move forward
4. Connect with Office of Vice Chancellor for Research about collaborating time and resources for the poster session (Todd)
5. Decide a strategy for recruiting those with research related to Diversity, Equity, and Inclusion
6. Request attendance and participation from upper administrators for accountability/transparency session (Todd)
7. Recruit Kay Doan for the Equity & Compliance workshop (Todd)
8. Confirm topic for Office of Associate Chancellor for Diversity Training (Remya & Lindy)
9. Speak with Student Trustee, Brione Lockett, about willingness to facilitate a "Campus Conversation" during Diversity Week (Lindy)
10. Confirm if there are any offices or RSOs who would like to co-sponsor the Coffee Hour
11. Confirm sponsorship with CIE
12. Decide date for Closing event
13. Create ceremony program for closing event
14. Invite community partners and RSOs for "fair" before closing event
15. Decide process for nominating and selecting recipients of awards for closing event
16. Finalize a time for
 - a. The reading and discussion
 - b. Vern's "TedTalk"
 - c. Poster session
 - d. Accountability/transparency session
 - e. Equity & Compliance workshop
 - f. Associate Chancellor for Diversity Training
 - g. "Campus Conversation" (3-4 or 3-5 pm)
 - h. Closing event
 - i. Intercultural Dialogue Competition

17. Reserve a space for
 - a. The reading and discussion
 - b. Vern's "TedTalk"
 - c. Poster session
 - d. Accountability/transparency session
 - e. Equity & Compliance workshop
 - f. Office of Associate Chancellor for Diversity Training
 - g. "Campus Conversation"
 - h. Closing event
 - i. Intercultural Dialogue Competition; Guyon Auditorium worked well for this before
18. Decide if there is a desire to include a Sustained Dialogue workshop
19. Review schedule to see if there are gaps in topics or information that we think should be included

This is not an exhaustive list, but more of a task list to start from.