

Diversity and Inclusion Committee

Meeting Minutes

Tuesday, November 6, 2018

Roush Hall, Room 424

Chair Gatti called the meeting to order at 4:02 p.m.

Those in attendance were: Chair Bob Gatti, Angel Banks-Price, Ike Canfield, Kristy Drobney, Will Elkins, Kristina Escondo, Scott Fitzgerald, Kristy McCray, Kathryn Plank, James Prysock, Key Shakoor, German Vargas, and Jane Wu.

I. Campus Climate – Scott Fitzgerald, Key Shakoor

- i. Columbus Black Nursing Association (CBNA) – Shakoor reported this association is a new Ohio chapter, and with five (5) other Ohio chapters, is a member of the national organization, who has over 200 members. Otterbein has contacted Burton Solomon, President of the CBNA, who now has 50 members. Discussion included interest in working with Otterbein's current campus programs and vacancies in employment. A meeting is scheduled for late November to follow up on this discussion.
- ii. Scorecard update – Fitzgerald noted his working group (Escondo, Shakoor, and Wu) met and discussed the following action goals:
 - Realizing there are three (3) diversity associations related to the field as Chinese library associations
 - Recruitment postings
 - Viewing bias videos
 - Working with Diversity Advocates
 - Creation of a diversity checklist

There was discussion regarding action to address goals. They will review the work of the thirty-three (33) peer schools chosen for Otterbein's compensation study and pull information from them through their membership and varying statistics/data.

- iii. National Association of Hispanic Nurses – Fitzgerald noted Otterbein has four (4) student members and that the Central Ohio Chapter is new. The University has pledged to assist the chapter in coordinating efforts and to sponsor a website for more exposure of the association chapter.
- iv. Diversity Video – Scott reported this video is available under the Careers section online (<http://www.otterbein.edu/public/About/Careers.aspx>). Denise Hatter-Fisher and Margaret Koehler worked to develop same. A meeting with Academic Affairs to discuss and record versions 2.0 and 3.0 is to be scheduled, with a different version recorded for faculty. This will take some time as there is much data to compile.

II. Communication – Will Elkins

- i. Equity newsletter update – Elkins noted he is assisting with the video shoot mentioned by Fitzgerald above, and the e-mail link will be accessible. Work is underway with the communication department and Senior Instructor Steinberg and his student, with information

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due the week of November 12. A notice will be sent out when the updated newsletter is posted.

- ii. Website update – Elkins is currently working to update the site, including information regarding student organizations and their roster and UnderSTAND sections of the site, along with maintenance for same. He will also be working with Women's, Gender, and Sexuality Studies (WGSS) to promote the establishment of the LGBTQIA+ Student Emergency Fund through Institutional Advancement.

III. Conversation and Events – Kathryn Plank, James Prysock

- i. Dates for spring events – Plank noted two (2) dates have been tentatively set for spring events, with the “West Side Story” debriefing panel in the Pit in the Campus Center, from 4:00 p.m. to 5:30 p.m. The dates are March 1, 2019 and April 17, 2019. Also noted, the Series on Racial Terror continues with scheduled sessions.
- ii. Question of the Year: Diversity – Plank reiterated this was a part of an academic programs' project with the focus on diversity for 2015-2016. Currently, there is follow-up to address the action and efforts made in response to the academic departments' comments/goals regarding diversity.
- iii. Faculty hiring – Plank reported attendance of a conference and job fair for students of color with campus equity advisors. Of most importance were participation in searches with the pools of candidates, and selection of finalists for vacant positions on campus.
- iv. Multicultural Center trip to Oberlin – Prysock noted on October 28, he and the Social Justice Ambassadors traveled to Oberlin College to tour their Multicultural Resource Center (MRC) to get ideas on how they can best utilize the center at Otterbein. During their trip they spoke with the MRC staff and received valuable information. Takeaways included:
 - a. Using student workers for staffing the center
 - b. Bringing in various resources to facilitate events for collaborative efforts, such as workshops, counseling sessions, and academic support staff interaction, with topics of
 - i. Microaggressions
 - ii. Imposter Syndrome
 - iii. Self-care
 - iv. Undocumented student support
 - c. Using space for rotational resources -- dining events, advertisements/social media postings
 - d. Storing supplies for personal/educational use
 - e. Adding the center to Admissions tour route
- v. Veterans' group – Prysock met with a group of veteran students who want to start their own student organization, the Otterbein Students Veterans Organization (OSVO). They drafted a petition to apply for organization status and will forward their application to the appropriate staff in the Center for Student Involvement. They hope to assist all Otterbein student veterans in their transition to campus life and in participation in campus and community

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events, to increase the group's membership, and to educate the community about their lives and the issues they face on campus as student veterans.

- vi. Campus concern: vandalism of menstrual product boxes in men's rooms – Plank noted there is great concern about this issue for trans students and addressed the committee for guidance or a resolution, believing it relates to campus climate. Installation of the boxes is part of a pilot project on campus, Aunt Flow, who is the sponsor. The boxes are located in five (5) campus restrooms – one each in Roush Hall, Courtright Memorial Library, Center for Student Involvement, Art and Communications building, and the Equine Center. It is the second time the items have been vandalized. A meeting was held in October to discuss the destruction and determine action. As follow-up, Tammy Birk, representing the WGSS, has been working with the Otterbein Police Department. Suggestions made by the Committee included:
 - a. Improve signage, to be more distinct
 - b. Ask President Comerford to send out a message regarding seriousness of the issue
 - c. Recruit volunteers to check on locations, at intervals
 - d. Send information to Tammy Birk and/or student government for other ideas
 - e. Notify cleaning staff to keep watch during their routine

Plank will keep the committee informed of future action.

IV. Staff Conference wrap-up – Bob Gatti

Gatti reported an evaluation was emailed to participants on October 24, 2018 to complete by November 2, 2018. The results are being compiled and will be distributed to the Committee when complete. Of note, Gatti received very positive comments on the key speaker. Committee members noted comments they received as to the continuance of the conference, possible change in theme/focus for future conferences, and location. These ideas will be addressed for next year's event.

Other. Gatti asked for other business to discuss. There was none.

This is the last meeting of the semester. The next committee meeting will be Tuesday, January 22, 2019.

Gatti adjourned the meeting at 4:50 p.m.