

Shepherd University Diversity and Equity Committee Meeting Agenda

Rumsey Gallery, Student Center

Wednesday, November 9, 2016

- I. Introductions
- II. Approval of Minutes from September 14, 2016 Meeting
- III. Recorder for Minutes
- IV. New Business
 - A. Updates
 - 1. Community
 - 2. Office of Multicultural Student Affairs
 - 3. Civility Response Team
 - 4. Storer College Faculty Award
 - B. Committee Initiatives Ideas for 2016 and Beyond – Survey Responses
 - 1. Converting all restrooms that one person can use at a time to gender inclusive restrooms
 - 2. Title IX training for faculty and staff
 - 3. Investigate adding Preferred Names and Preferred Pronouns to class rosters.
 - 4. Including preferred pronouns and names on class rosters
 - 5. Have the President speak out on diversity and social justice in speeches writing etc.
 - 6. Promoting courses about diversity
 - 7. Sponsor employee training around Gender Inclusion, Gender Identity, and Gender Expression
 - 8. Contingent Faculty (Adjuncts)
 - 9. Required Training for faculty and staff
 - 10. Deaf Students and ASL Sign Language Classes
 - 11. Develop online resources for our community to use to increase cultural competence
 - 12. Student IDs that have preferred name on them
 - 13. Website
 - 14. Create a Diversity Training and Development Professional Development Plan
 - 15. Recruitment of Latino Students
 - 16. 'Language Matters' - discussion about pronouns, labels, person first language, use of titles (all or none)
 - C. Proposed Schedule of Presentations
 - 1. Human Resources (February)
 - 2. Student Success (February)
 - 3. Enrollment Management (April)

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| Diversity & Equity Committee Meetings for 2015 – 2016 |
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- ❖ ~~3:10 p.m. – Wednesday, September 14, 2016~~
- ❖ 3:10 p.m. – Wednesday, November 9, 2016
- ❖ 3:10 p.m. – Wednesday, February 8, 2017
- ❖ 3:10 p.m. – Wednesday, April 12, 2017

XIV. DIVERSITY AND EQUITY COMMITTEE
(taken from the Shepherd University Equal Opportunity Policy and Affirmative Action
Plan, Revised September 27, 2016)

STRUCTURE

The Diversity and Equity Committee is appointed by the President and consists of members drawn from the administrative staff, faculty, classified employees, community, and undergraduate and graduate student body. The chair is elected by the committee.

CHARGE

The Diversity and Equity Committee will report to Administrative Council on the following tasks:

1. To review the current hiring practices of the University and recruitment and retention of minority populations and underrepresented faculty, staff, and students;
2. To recommend policies and strategies to increase and retain the number of minority populations and underrepresented administrators, faculty, staff, and students;
3. To recommend measures to facilitate a supportive university environment for all community members and internal and external stakeholders;
4. To identify off-campus outreach efforts that will significantly impact the lives and opportunities of minority populations and underrepresented students, faculty, staff, and community members in the University's service area; and
5. The Committee will also serve as a body which will periodically review progress in reaching the above stated objectives and make recommendations for prompt, remedial action.
6. Educate the University community on issues of diversity and social justice.
7. Actively support (and/or sponsor as able) other University organizations' efforts to educate the University community on issues of diversity and social justice.