

Shepherd University Diversity and Equity Committee Meeting Agenda

Rumsey Gallery, Student Center

Wednesday, February 8, 2017

- I. Introductions
- II. Approval of Minutes from November 9, 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 – Congratulations to Dr. Heidi Hanrahan!
 - B. Presentations
 1. Student Success (February) – *Julia Flocco, New Student Programs Coordinator, Acting Program Assistant for Student Success, Coordinator of the Retention Interventions Team (RIT)*
 2. Human Resources (February) – *Dr. Marie DeWalt, Director of Human Resources*
 - C. Update on Committee Initiatives
 1. Title IX training for faculty and staff
Campus-wide trainings for employees scheduled for mid-March. Tom Segar will ask Annie Lewin, Title IX Coordinator, to attend a future meeting to give a general update on Title IX issue. The time required for training would require all of the time of a future meeting.
 2. Investigate adding Preferred Names and Preferred Pronouns to class rosters and Student IDs
Tom Segar meeting with IT Director Joey Dagg, his team, and Registrar Tracy Seffers on Friday, February 10 to explore this.
 3. Diversity & Equity Committee Website
Dr. Howard-Bostic expressed interest in this at the September 2016 meeting. Tom Segar will follow up with her.
 4. Create a Diversity Training and Development Professional Development Plan
 - Required Training for faculty and staff
 - More trainings should be planned far in advance and prioritized by chairs and deans of academic departments
 - (Dis)ability trainings specifically. How to best serve students with disabilities in your classes. Try to combat the stigma of getting assistance from the University/DSS
 - 2 or 3 sessions each academic year, one specifically targeting ability issues
 - 'Language Matters' - discussion about pronouns, labels, person first language, use of titles (all or none)
Need committee members willing to work on this with Tom Segar.
 5. Recruitment of Latino Students
Bill Sommers will be invited to the April meeting.
 6. Have the President speak out on diversity and social justice in speeches writing etc.*
– It is important to “make it clear where Shepherd stands.” A symbol of prioritizing

diversity and social justice at the institutional level.

Need committee members willing to work with Tom Segar on this.

7. Promoting courses about diversity

Need committee members willing to work on this.

8. Use professional development funds as incentive to develop courses.

Contact/coordinate with Kathy Reid.

Need committee members willing to work on this.

9. Sponsor employee training around Gender Inclusion, Gender Identity, and Gender Expression

Need committee members willing to work on this with Tom Segar

10. Create a one-page document for faculty /staff. Possibly create an easy, interactive element? Provide scan codes with links for more information? Utilize videos and website resources.

Need committee members willing to work on this.

* Denotes a top priority for the Diversity and Equity Committee

Diversity & Equity Committee Meetings for 2015 – 2016

~~❖ 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.