

Diversity & Equity Committee
Meeting Minutes
November 11, 2015 • 3:10 p.m.
Rumsey Gallery • Student Center

Attendees: Lauren Barber, Scott Beard, Yea Cho, Siriki Diabate (guest), Larry Dowdy, Jules Gamaleu (guest), Tammy Gill, Karen Green, Pierre Gwet Lock (guest), Micah Johnson, Jim Lewin, Kristen Lorenz, Jose Moreno, Tom Segar, Shannon Spencer, Richie Stevens,

I. Introductions: Members of the committee introduced themselves, including several guests presenting under new business.

II. Approval of 9.09.15 minutes: The meeting minutes were approved , with the addition of two minor clerical corrections under IV. and VII. a. (date corrections)

III. Dr. Beard agreed to record the minutes for today's meeting 😊

IV. Office of Multi-Cultural Student Affairs update: Micah Johnson, graduate assistant for MCSA presented a report highlighting recent events, ranging from International Welcome Back Program, Safe Zone Program, Hispanic Heritage Month Dinner and a social justice workshop. The Multiculturalism workshop has over 120+ in attendance.

Upcoming events include a presentation by David Romero, Mark Strauss (Holocaust survivor) and a visit by Liberia's Ambassador on December 2nd. Alum Carolyn Malachai will be on campus February 25th, with perhaps a collaborative event working with student groups and the Storer Faculty Awards.

V. Community Updates: No report.

VI. Civility Response Team Update: Heidi Hahnrahan is the new chair of the CRT. Carol Boyd is updating the web pages. The team is evaluating its mission, and is also vetting several new members of the committee. Rhonda Jackson will be meeting with team members to do a

VI: **NEW BUSINESS**

A. Admissions Presentation: Director of Admissions, Kristen Lorenz, gave a presentation on recruitment efforts surrounding diversity. The recruiting area is basically within a 200-mile radius, encompassing Maryland, Virginia and Pennsylvania. She noted the shifting demographics she has witnessed in the middle school (6th grade) visits in Virginia. This increase in diversity and students with international backgrounds will be reflected in the incoming college classes entering during the next 5 to 6 years. Counselors recently attended a college fair at George Mason University targeted for Hispanic students. She also noted that the admissions area is reaching out more through handwritten letters or personal phone calls vs, electronically to let students know of their acceptance. The Committee discussed efforts surrounding marketing initiatives to promote Shepherd's visibility (as an institution) for diverse audiences.

B. Ambassador visit sponsorship: There has been as request from the Pan-African Student Union to help sponsor the visit of Liberian Ambassador Jeremiah Sulunteh for a lecture on

Liberian politics and culture. The event is tentatively scheduled to be held in the EOB auditorium on December 2nd. Members of the Pan-African Student Union gave background information on the event, including previous visits by ambassadors from Mali and Côte d'Ivoire. The motion was passed unanimously by the committee to support the event with a \$300 donation.

C. Dr. Segar distributed a handout regarding Civility in the Workplace Training featuring facilitator Mauricio Velásquez. The speaker fee for the workshop is \$2500. The committee members discussed possible sources of funding, and if there is any possibility of a reduced fee. Committee members also discussed length of the sessions, target audiences, etc. Members suggested shorter sessions in the morning, with the opportunity for a longer, more intense session in the afternoon. Further discussion ensued around a possible survey for time availability, and possibly working with the school deans to present at the school meetings. A tentative date of February 29th was discussed.

D. Review of the Diversity and Equity Charge: Dr. Segar distributed a handout with feedback from the committee. Members are to review the amended charge, and submit any further revisions before the document goes before Assembly in April.

E. Schedule of Presentations: For the next meeting, there will be a presentation regarding the Sexual Assault Victim Advocates Program.

The meeting was adjourned at: 4:40 p.m.

The next meeting will be Wednesday, February 10, 2016.

Respectfully Submitted,
Dr. Scott Beard