

## MINUTES

### Shepherd University Diversity and Equity Committee

April 19, 2017 at 3:10 p.m.

Rumsey Gallery – Student Center

Present: Dr. Thomas Segar, Dr. Scott Beard, Dr. Richard Stevens, Dr. Heidi Hanrahan, Yee Lea Cho, Dr. Chiquita Howard-Bostic, Larry Dowdy, Dr. James Lewin, and Amelia Carte

Absent: Dr. Marie DeWalt, dr. c. lynne hannah, Tammy Gill, Professor Karen Green, Dr. Taylor Perry, Arthena Roper, Alan Perdue, Shanan Spencer, Wanda Smith, and Katlyn Simmons

Dr. Segar called the meeting to order at 3:15 p.m.

- I. Introductions – None
- II. Approval of Minutes from February 8, 2017 Meeting
  - A. Minutes were not approved as the meeting did not meet quorum
- III. Recorder for Minutes: Amelia Carte
- IV. New Business
  - A. Updates
    1. Community - Shepherd is hosting a seminar on rural health policy. Also, two new summer internships with the National Rural Health Association have been designed to help students and their faculty mentors learn about rural health policy.
    2. Office of Multicultural Student Affairs – Amelia Carte
      - a. See Handout 1 at the end of the document
    3. Civility Response Team – Dr. Heidi Hanrahan
      - a. New member, Lois Jarman, joined the team this semester
      - b. No physical meeting this semester
      - c. CRT is still pursuing creating inclusive and welcoming signage to display across campus. Much like the “refugees welcome” signs in Shepherdstown, but with more inclusive language.
      - d. So far, no funds have been spend by CRT
        - i. The team is interested in possibly purchasing new resources for the library. Collaboration with the Gender and Women’s Studies board is an option for purchasing resources as well.
        - ii. Dr. Segar will review needs and funds.

## B. Review and Assign 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 the September 2017 meeting to give a general update on Title IX issues. The time required for training would require all of the time of a future meeting. Campus-wide training is already available and has been provided by Annie's office.*

- Dr. Howard-Bostic suggested a dinner to encourage greater faculty attendance, similar to the "From Diversity to Multiculturalism" workshop that she organized in 2015. For that event she used a combination of funds from an assessment mini-grant, the alumni foundation, and professional development funds for her previous event and suggested the same could be used again.
- Heidi Hanrahan will look into the possibility of incorporating a Title IX training into a FOSL workshop.

### 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

*The website was created by Dr. Howard-Bostic and is now up and running. An internal press release promoting the page will go out in the fall semester.*

### 4. Create a Diversity Training and Development Professional Development Plan

- Required Training for faculty and staff – Dr. Howard-Bostic suggested a "Leadership Certificate" credit model for on campus trainings and events, as well as conferences. The description of this Leadership Certificate should incorporate the University's Core Values.
- 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)

*Committee members working on this are Tom Segar, Karen Green, and Heidi Hanrahan.*

### 5. Recruitment of Latino Students

*Bill Sommers will be invited to the September 2017 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.
- Richie Stevens will draft a proposal to send to President Hendrix that will outline what the Diversity & Equity Committee sees as an ideal statement. The proposal will emphasize that the statement(s) should be a positive and proactive stance on Shepherd's prioritization of an inclusive and diverse environment.

### 7. Promoting courses about diversity

- This will be an interdisciplinary list highlighting existing courses focused on social justice and diversity.
- An all students email will go out promoting the Gender and Women's Studies 201

course

- The possibility of an interdisciplinary Social Justice minor could be an outcome of this project.

*Richie Stevens and Yee Lea Cho will collaborate on this project.*

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

The next Diversity and Equity Committee meeting is scheduled for September 13, 2017 at 3:10 p.m.

Meeting adjourned at 4:04p.m.

Respectfully Submitted,

Amelia Carte

## Handout

### Shepherd University Multicultural Student Affairs Diversity and Equity Committee Report April 19, 2017

- Multicultural Leadership Team
  - 25 student have been selected to be part of the 2017-2018 Multicultural Leadership Team
    - 13 returning members and 11 new
- Past Events
  - “They Call Me Q”
    - Wednesday, March 1
  - Phenomenal Woman Award
    - Wednesday, March 22
    - 14 total nominations
    - This year’s student recipient was Alyson Hehr
      - Alyson is a senior Political Science major who is extensively involved on campus and plans to attend law school next year
    - This year’s faculty/staff recipient was Tracy Seffers
      - Tracy is the Shepherd University Registrar and is the Chapter Coordinator of the Shepherd veterans group, Team River Runners
- Upcoming Events
- New Graduate Assistant for Multicultural Student Affairs will be Keira Cale

Visit Shepherd University Multicultural Student Affairs at  
<http://www.shepherd.edu/multicultural-student-affairs>



**Multicultural Student Affairs**