**MINUTES**

**Shepherd University and Equity Committee**

**February 13, 2019 at 3:10 p.m.**

**Rumsey Gallery-Student Center**

Present: Dr. Thomas Segar, Keira Cale, Dr. Chiquita Howard-Bostic, Dr. Richard Stevens, Dr. Rob Tudor, Shanan Spencer, Annie Lewin, Karen Greene, Allison Lott, Tim Haines, Barbara Kandalis

Dr. Segar called the meeting to order at 3:10 p.m.

1. Introductions- All present members introduced themselves
2. Recorder for Minutes: Keira Cale
3. Approval of November 14, 2018 and February 13, 2019 Minutes- Approved
4. **New Business**

**A. Updates**

1. Community – No Updates

2. Multicultural Student Affairs - See Handout . Additionally, dialogue took place to see how Shepherd University could engage with other institutions surrounding programmatic and mentoring imitatives.

3. Civility Response Team – No Updates

4. Title IX – See Handout 1

**B. Summary of Proposed Committee Action Items**

1. Initiate a Campus Climate Survey for Fall 2019- Make sure that no other surveys are going on at this time. Also, a Fall 2020 date may be more desirable.

2. Implement Required Training for Faculty and Staff Search Committee Chairs and/or Committees – There is a developed training for search committees. Available for faculty. Potential liability if people do not take it. A possible solution may be to complete the training in meeting. A motion to make it required for all faculty to take this training passes. An amendment to the above motion passes to make the training a requirement for only that faculty who serve on a search committee.

3. Track the Structural Diversity of Applicants- This committee will take HR data and review it.

4. Track the Structural Diversity of On Campus Candidates – This committee will take HR data and review it.

5. Recommend advertising and other strategies to diversify the applicant pool- Take advantage of listservs and explore Diverse Issues job posting funding possibilities.

6. Establish Dashboards and Set Goals- From July 1 to June 30. Tracking based on race/ethnicity, and other identities like gender to see who is leaving. Optional exit interviews to get the whole story. Making sure data is formatted in a meaningful and useful way. Invite Institutional Research to address data surrounding retention. Send request to ELT to fulfill the charge. Additionally, examine faculty feedback from students to see what they are rating faculty based on age, gender, etc.

7. Establish Employee Diversity Training and Development Program – Annie Lewin will chair this subcommittee.

**C. Areas of Concern**

1. Hiring More Underrepresented Employees – We need more diverse candidates in pools.

2. Spousal Job Search Support for Employee Hires – HR will be tasked to thinking about this and provide resources directly

3. Recruiting More Diverse Students – Needing to recruit Students of Color. There is a committee of people that are currently working on this for graduate students.

4. Mentor Program for First Year Students – This would increase retention, need to examine funding/resources for this initiative.

5. Connect Strategic Plan to Diversity & Equity Initiatives – Falls under Employee and Student Experience

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**D. Projects In- Process, Completed, or Need a Lead Person**

1 Adding Preferred Names and Preferred Pronouns to Class Rosters and Student Ids – Completed and will be implemented with Banner 9 in Fall 2019.

2. Diversity and Equity Committee Website – Completed by Dr. Howard-Bostic

3. Have the President Speak out on diversity and social justice in speeches, writing, etc. –

In progress

4. Create a one-page document of resources for faculty/staff – In progress. Need to identify those to take the lead on this project.

The next Diversity and Equity Committee is scheduled for Wednesday September 11, 2019

Meeting Adjourned at 4:32 p.m.

Respectfully Submitted,

Keira Cale

**HANDOUT 1**

**Multicultural Student Affairs Report**

**Diversity and Equity Committee**

**April 10, 2019**

**Upcoming Events**

**Green Eggs and SAAM Egg Hunt |Monday, April 15 to Wednesday, April 17 | 10 a.m. – 4:30 p.m. | East and West Campus**

For Sexual Assault Awareness Month, Shepherd University Title IX, Multicultural Student Affairs, and Student Engagement will be sponsoring the first Green Eggs and SAAM Egg Hunt.  100  green eggs will be hid on east and west campus near the Midway, Stutzman Slonaker Hall, the Byrd Science Lawn, the Little House, the pathway near Ram’s Stadium, the Amphitheatre, Shaw Lawn, Potomac Place Lawn, and Thacher Lawn. Collect every egg you find and turn them into the Title IX office located in the Student Center, Suite 122 to be entered to win one of five prizes. Prizes include a Kindle Fire, a Shepherd University throw blanket (2), a gift card for the Green Pineapple, and a movie basket, which includes a Netflix gift card.

***Sponsored by Title IX , Multicultural Student Affairs and Student Engagement***

**Multicultural Student Affairs Trivia | Tuesday, April 16| 10 a.m. to 2 p.m.| Ram’s Den -- Student Center**

Each month, the Office of Multicultural Student Affairs will be sponsoring a trivia table where students have the opportunity to win prizes for answering a few quick questions surrounding a specific topic. This month’s topic will include questions relating to Asian and Pacific Islander Heritage Month, so make sure you stop by!

*Sponsored by the Office of Multicultural Student Affairs*

**Past Events**

**The Vagina Monologues |Friday, February 15, 2019 to Sunday, February 17, 2019| 7 p.m. and 1 p.m. | Reynolds Hall**

Come see Shepherd University's production of The Vagina Monologues, a show for the purpose of ending violence against women and girls in Reynolds Hall on Feb. 15 and 16 at 7 p.m. and Feb. 17t at 1 p.m. The Vagina Monologues is more than just theater, it is an artistic uprising, a radical act, and an act of resistance. Students/Faculty/Staff: $5, General Admission $10. All funds directly benefit Shenandoah Women's Center and community organizations to prevent violence against women and girls.

*Sponsored by Title IX and The Office of Multicultural Student Affairs*

Money Raised:

**Voices on Campus: International Students Experiences | Monday, February 18 | 2:30 p.m. – 4:00 p.m. | Byrd Center for Congressional History and Education Auditorium**

Voices on Campus is a continuous series on campus that gives a voice to those who may otherwise not have the opportunity.  This session will explore the experiences of International Students on campus and cover their adjustment to the American culture.  For more information, please contact Keira Cale at kcale@shepherd.edu or Fadela Belhaj at fbelhajs@shepherd.edu.

*Sponsored by the Office of Multicultural Student Affairs and the International Affairs Department*

**Soul Food Night at the Dining Hall|** **Wednesday, February 20| 4:00 p.m. to 8 p.m. | Shepherd University, Dining Hall**

Dining services along with the Office of Multicultural Student Affairs will be hosting the annual Soul food dinner here on campus, so make sure you come out and enjoy the food!

*Sponsored by Chartwells and the Office of Multicultural Student Affairs*

**Storer College Trip | Friday, February 22, 2019|Noon to 3:30 p.m.| Erma Ora Byrd Hall**

Want to learn more about the rich history of Appalachia, Storer College, or the Niagara Movement? Join us for a FREE trip to Harper's Ferry, WV to learn about Storer College and its role in the American movement for social justice on Friday, February 22, 2019. Tour provided by an outstanding National Park Ranger in Harper's Ferry. Free for Shepherd students, faculty, and staff. Transportation is provided. We will depart from Shepherd at Noon from in front of Erma Ora Byrd Hall and return by 3:30 pm. Email Keira Cale (kcale@shepherd.edu) to reserve your spot for the trip.

*Sponsored by Student Activities and Leadership in partnership with Multicultural Student Affairs.*

**5th Annual Storer College Faculty Award Presentation, Remarks, and Reception | Wednesday, February 27, 2019 | 7 p.m. | Storer Ballroom – Student Center**

The Storer College Faculty Award recognizes a faculty member who incorporates diversity and social justice into teaching, research, scholarship, and interaction with students. A reception, including light refreshments, will follow the recognition of this year's outstanding Storer College Faculty Award.

The award, sponsored by the Diversity & Equity Committee, with logistical support from Multicultural Student Affairs, underscores the significance and legacy of [StorerCollege](https://www.nps.gov/hafe/learn/historyculture/storer-college.htm) to this region. Past recipients can be found here - <http://www.shepherd.edu/storer-college-faculty-award/>

This year’s recipient was Dr. Eva Maria Suárez-Büdenbender

**2nd Annual Diversity and Inclusion Conference | Saturday, March 2, 2019| 10 a.m. to 2 p.m.| Student Center**

The Office of Multicultural Student Affairs presents the 2nd annual Diversity and Inclusion Conference. This conference was designed to explore topics of society including; Race and Ethnicity, Sexuality and Gender, Intersectionality of Social Class, and Empowerment. All students, faculty, staff, and community members are encouraged to attend this free event. Students who RSVP on Ram Pulse will be placed into a drawing for raffle prizes!

RSVP here: <https://shepherd.campuslabs.com/engage/event/3078096>

*Sponsored by the Office of Multicultural Student Affairs with grant support from the WVHEPC Diversity for Equity Grant*

**Multicultural Student Affairs Trivia | Tuesday, March 5, 2019| 10 a.m. to 2 p.m.| Ram’s Den-Student Center**

Each month, the Office of Multicultural Student Affairs will be sponsoring a trivia table where students have the opportunity to win prizes for answering a few quick questions surrounding a specific topic. This month’s topic will include questions relating to inclusive feminism, so make sure you stop by!

*Sponsored by the Office of Multicultural Student Affairs*

**Soul Steps Performance | Wednesday, March 6 | 7 p.m. | Frank Center Theater**

Join us at Shepherd University's Frank Center Theater on Wednesday, March 6 for a special 7:00 pm performance featuring Soul Steps dance company. Soul Steps speaks the language of rhythm. Founded in 2005 by Maxine Lyle, the company showcases the African-American dance tradition known as "stepping." Step started among African-American fraternities and sororities on college campuses as a means of unity and self-expression, and has deep roots in the migrant labor culture of South African gold mines. For close to a century, step dancers have used their bodies as percussive instruments to create a new physical language that inspires, celebrates and forges community. From school workshops in Brooklyn, to partnerships with U.S. Embassies throughout the world, and Paris Fashion Week, the Company embraces every opportunity to expose diverse communities to the magnetism and dynamic power of step. Named by the Association for the Promotion of Campus Activities 2018 Diversity Act of the Year as well as Cultural Artist of the Year, this is a show not to be missed!

*Sponsored by the Performing Arts Series at Shepherd, Program Board, and Multicultural Student Affairs*

**Phenomenal Woman Award Ceremony| Wednesday, March 27, 2019| 7 p.m.| Storer Ballroom-Student Center**

Please join us in recognizing our three Phenomenal Woman Recipients at our 4th annual Phenomenal Woman Award Ceremony. Although we will be celebrating all the wonderful women of Shepherd University, this award will be given to three women in our campus community (faculty, staff or student) whom exhibit characteristics that embody how phenomenal women are and how they enrich our society throughout the year. The women awarded will be nominated and chosen by the Shepherd University Community. Light refreshments to be served afterwards. Please contact kcale@shepherd.edu for any questions.

The 2019 Faculty Phenomenal Woman Award went to Dr. Chiquita Howard-Bostic Associate Professor and Chair of Sociology and Geography Department

The 2019 Staff Phenomenal Woman Award went to Annie Lewin, Title IX Coordinator.

The 2019 Staff Phenomenal Woman Award went to Alyssa Roush, senior, Department of Biology.

*Sponsored by the Office of Multicultural Student Affairs*

**Voices on Campus: The Global Lens on LGBTQ+ | Tuesday, April 9th 2019 | 4:00 p.m.-5:30 p.m. | Robert C. Byrd Auditorium for Congressional History and Education**

Join us for the last voices on campus panel discussion of the semester, focused around the global lens on LGBTQ+. In this panel discussion, students from around the world will share their country's and culture's perspective on LGBTQ+.
This event is FREE and open to the community
*Sponsored by International Student Affairs, Multicultural Student Affairs, and the Gender-Sexuality Alliance (GSA)*