

**Florida Gulf Coast University**  
**Diversity and Inclusion Committee Meeting Highlights**

Date: Wednesday, August 9, 2017  
Time: 1:30 – 3:00 pm  
Location: Edwards Hall 210

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I. Introductions

II. Old Business/Recap/Open Discussion

A. Various trainings with groups on campus

Online Trainings: we met with the vendor, saw the modules, and circulated them. We are in the process of reviewing the information, and determining how we will roll them out. ADA, HR and Equity and Compliance training. Tracking data and pull reports.

1. UPD Sexual Harassment Prevention Training Thursday and Friday this week.
2. LCOB ADA Compliance – next week
3. NEO starts again 8/15/2017 Diversity & Inclusion Training
4. Title IX Trainings:
  - a. FTIC and Transfer Orientations
  - b. RA 8/15/17
  - c. Panhellenic 8/15/17
  - d. New Professor Orientation – next week

B. Equity Report

A draft will be provided to the President by the end of the week. Ms. Gunter will review the report with the President on 8/10/17. The Executive Summary includes Committee highlights: Certificate Program, progress, and graduation. The President also requested certain specific sentences related to Diversity & Equity.

C. Affirmative Action Report - Still working on the report.

D. Initial Meetings with President Martin

President Martin requested a copy of the calendar of events and he will let us know which events he will attend.

III. Recent Events/Updates

Congratulations to Dr. Foote in her newly appointed position at FGCU.

Lisa Jones: A potential speaker, Mathletes, Professor in Miami Dade. From Cuba and could share his story.

- A. Subcommittees: Last meeting there were concerns regarding the charges and subcommittee for the upcoming year. We reviewed the subcommittees and merged two of the committees. And moved members based on their qualifications. Each committee will be selecting a subcommittee chair.

New! Employee Retention / Inclusion Mentoring: Starting a bias reporting incident team. Make it a goal of the subcommittee to develop a plan and how those incidents could be

reported. To show the President that this would be beneficial to the University. We heard that this is what people wanted. Co-Chair; Kathleen and Mckay

Developed programs:

Trying to create a survey and what would work here, improved from an employee here. No approval for survey. Exit interviews are available for employees, still review that data and information from cultural of the climate. HR is conducting exit interviews, it's an anonymous survey to collect the data to review the trends. And most meet with HR on a one and one.

Marketing/logo – The committee is awaiting for the new website people to upload. We need help setting up on Unity Day.

IV. Upcoming Events:

1. Employee Sexual Harassment Prevention Training 8/15/17 @ 11 am
2. Week of Welcome (starts with move-in 8/16)
3. A Taste of FGCU 8/21/17 11:00 am – 12:00 pm
4. Employee Sexual Harassment Prevention Training 8/23/17 10:00 am
5. FGCU @ 20 Celebration 8/25/17 9:00 am – 12:00 pm
6. Unity Day 9/6/17 11:00 am – 2:00 pm  
Trying to put together an outline and invite individuals to assist. Diversity & Inclusion will be tabling this event and needs your help! We will circulate a sign-up sheet: Three (3) hour window for set up to rotate to help the table and provide resources and information. If you have a tent in your office, your office can attend
7. Responsible Employee Training 9/7/17 2:00 pm
8. First D&I Certificate Program Event: “Meet Someone New” 9/14/17 12:00 pm  
The calendar will be updated. We are also rolling out the student certificate program. We will be participating in all of these things.
9. Hispanic Heritage Month speaker Michael Reyes 9/20/17 CC Ballroom 7-9 pm
10. Karen Michaels, Blurred Lines: Workplace Conduct & Bullying, 10/16/17 9:00-12:00 pm. This is a mandatory event for all managers and supervisors.

September 13, 2017 – Next meeting