

Florida Gulf Coast University
Diversity and Inclusion Committee Meeting Highlights

Date: February 14, 2018
Time: 1:30-3:00 pm
Location: EH 210

I. Old Business/Recap/Open Discussion

- a. DACA situation: Katherine and I organized a panel event, tentatively scheduled on March 27, 2018 EH 112 6:30-8:00 pm.
- Please forward to P. Gunter suggestions for a title for this event.
 - Members possibly to be from DACA community, legal, and police department.
 - The panel will accept 5-6 pre-planned questions. All questions will be submitted anonymously to the panel and possibly be using the app Slido Act.
 - Concerns: Many fears of deportation, family and selves, how this affects their personal lives.
 - Still working with students.
 - If you have any questions submit, or interest in helping/serving the event, please contact us.

II. Subcommittee Reports

- a. Diversity and Inclusion Certificate Program
- Last year 50% Graduating class completed recertification.
 - We have about 10% that are no longer with the University. The remainder of the group is working towards their certification.
 - People are maintaining their certificate.
 - Over 500 different people attend events.
 - To date, thirty-two new people completed the program; eight of those are students; twenty-five or more are one event away from completing.
 - Planning for next year has begun. Any ideas/or wish to host a session please contact K. Hernandez and subcommittee.
 - D&I Committee expect everyone on the committee completes the certificate annually.
 - Additional topics for the Diversity & Inclusion Certificate:
 - Sexism Misogyny (offered last year).
 - Any programs on ageism?
 - We need experts to present. Let us know what topics you want to cover and we can help finding new speakers.
 - K. Hernandez creates all certificates and stickers.
- b. Marketing/Technology/Programming
- Video Plan: Met with Tim Clark and Jasmine / marketing.

- Reworked our storyboard. Creating an uplifting video and send the message that we are an inclusive campus and value diversity. The video will include footage of campus events, clips of students, diversity inclusion events, a spoken word/poem piece, and will ask President Martin using “this is my FGCU”. Hashtag: #fgcuunited.
 - Student Poetry Contest: 30-second submission requests were sent on Monday, due 2 weeks today. The student(s) selected will be featured in the video. The video will include either one location and/or different people all over campus.
 - Video timeline: By the end of the semester. A 50-62 second video to present at orientation and conclude with a Diversity presentation.
- c. Student Retention/Inclusion
- Due to the current changes in the University, we were waiting to see how much they are including this. Currently waiting for “students of color that leave the university” data. Do they have enough and what kind and what they need for each those students.
 - Will have a conversation with student success regarding diversity: Where are they coming from? GPA? When they leave? Where they start? Specific programs? We will wait and see what the new initiative will bring.
- d. Employee Retention/Inclusion/Mentoring
Nothing at this time. Thank you to all of the subcommittee for all of your hard work. Ideas and feedback are always welcome!

III. Upcoming Events/Updates

- a. Website updates
- 1) Added: The Hate Crime Section including new Definition tabs and a resource link.
 - 2) Suggestions to making changes to report/link: One to UPD and one to ethics.
 - 3) Other complaint form – just to ethics hotline. The complaint is triaged to different departments depending on the complaint. We can respond to the complaint and it does not link to any name or number.
 - 4) The goal is to get everyone to submit the complaints to track thru the University as a whole.
 - 5) Please review and send suggestions to the department.
 - 6) Ethics points listed on every web page of the University.
- b. Winona LaDuke – Stories from the Front Line. Shown the awake video several times. Book Club with latest book.
- c. Dr. Paul Ortiz- flyer distributed in his history class given extra credit.
- d. Panel Discussion-February 27
- e. **Mandatory** ADA Workshop for Managers and Supervisors: March 14. Email to faculty and staff. Two sessions that day.
- f. Other Events

- 1) One certificate can be an online the power of respectful language other is uncovering bias. Send an email to Katherine and she can provide information. Sending individually. Will have to do both trainings for credit. Less than an hour.
- 2) Veterans: Looking for education in supporting our veterans on our campus. Affirmative Action Plan – that was one of the things highlighted in the plan. More recruitment for Veterans. Are we advertising for jobs with veterans? Veteran's preference? Are we utilizing these resources, training and advertising?
- 3) A presentation at Faculty Senate and SAC meetings. The president mentioned it at cabinet.
- 4) Suggestion of a department certificate? It is part of the Honors curriculum?
- 5) Intersectionality Book Club – Lucas Center (Diversity and Inclusion in the Classroom)

Meeting Adjournment

Next Meeting: April 11, 2018 (March 14, 2018 – cancelled and attend 2nd session of ADA training)