

# DIVERSITY AND INCLUSION COMMITTEE MEETING AGENDA

Date: September 12, 2018

Location: EH 210

Time: 1:30 – 3:00 pm

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## **Meeting Minutes 9/14/18:**

- I. **New Members – Introductions/Attendance** – Ted Thornhill, Dongjing Kang, Ney Aria, Tony Barringer, Chris Blakely, Diane Bova, Precious Gunter, Ashton Hartley, Jessica Homer, Lisa Jones, Brandon Johnson, Monique McKay, Emily Nanna, Ysatiz Pinero, Thelma Sanchez, Valery Cajuste, Hanna Seitz Pereira, Pam Bowman
- II. **Old Business/Recap/Open Discussion** – none
- III. **Subcommittee Assignments:** Read on the back of the agenda
- IV. **Subcommittee Reports**
  - a. Diversity and Inclusion Certificate Program
  - b. Marketing/Technology/Programming
  - c. Student Retention/Inclusion
  - d. Employee Retention/Inclusion/Mentoring
- V. **Affirmative Action Plan / Equity Report**
  - a. Equity Report –
    1. Analysis by gender and race
    2. See report for details
    3. Applicable to proceeding year
    4. 1 and ½ years behind
    5. Consistently increased minority students
    6. Each year posted on websites
    7. PRR for data
  - b. Affirmative Action Plan
    1. Produced yearly
- VI. **Upcoming Programs:**
  - a. A Moment of Brotherhood Initiative
    1. Chris –
      - i. Meet with black male students

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- ii. Workshop on mental health
  - iii. Small focus groups to support and understand experience
  - iv. 9/26/18 – Dr. Johnson and Chris event
- 2. Precious –
  - i. Create for black female students, hope it grows. Provide feedback and access
  - ii. workshop talk about Sophomore Program in the works
- 3. Ted – mentioned 2 books
- b. Standards of Fraternal Excellence Program
  - 1. Ashton –
    - i. goals – for Fraternities and Sororities to do more that required by the Chapter
    - ii. More involvement in campus community
- c. Being Ñ Documentary Screening – September 9, CC Center Ballroom at 7:00 pm.
  - 1. Additional presentations scheduled
  - 2. Calendar on website updated monthly
- d. Radical Compassion: How Inclusion Benefits Us All by Dr. Andre Solomon – September 24, CC Center Ballroom at 6:30 pm.
- e. Veteran’s Inclusion at FGCU – September 25, CC214 at 3:30 pm.

### **VII. Misc.**

- a. Precious’s new title
  - 1. Chief Compliance Officer
  - 2. BOT
  - 3. Reports to President
- b. Monique encourage more faculty participation

### **VIII. Meeting Adjournment**

### **IX. Next Meeting: October 10, 2018**

- a. Change time due to Pride Week to 2:30 – 4:00

### **Subcommittees:**

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## **b. Diversity & Inclusion Certificate Program**

- i. Develop criteria for Certificate Program
- ii. Coordinate Programming efforts and create calendar for events
- iii. Monitor and Track Progress of the program

**Members: Cori Bright-Kerrigan, Katherine Hernandez, Dr. Jan-Martijn Meij, Ysatiz Piñero, Dr. Jansen Werner, and 1 Student Representative (Valery Cajuste)**

### Meeting Notes:

- Meet Someone New Event – Primarily for faculty & staff, students can attend. Discussed what people are looking for from the program. How can we be responsive to the community and effectiveness?
  - Valery – who hosts, what is doable?
  - Jessica – next step program, to apply what is learned to interacting and engaging with people.
  - Precious – more LBGTQ events and veteran’s programs
  - Pam – should this be mandated?
  - Precious – need more faculty to attend
  - Tony – include in PDP?

## **c. Marketing/Technology/Programming**

- i. Develop programs and organize events to promote Diversity and Inclusion on campus.
- ii. Create flyers and other promotional materials to incentivize participation in events.
- iii. Manage and promote Social Media accounts.
- iv. Create a University wide Diversity/Inclusion Website and keep track of Diversity and Inclusion events and programs across campus.

**Members: Diane Bova, Ashton Hartley, Jessica Homer, Dr. Dongjing Kang, and 2 Student Representatives (Jose Perez and Hannah Seitz-Pereira)**

### Meeting Notes:

- Jessica –
  - Co-Chair Ashton and Hannah
  - Expanding network to campus partners and outside community
  - Diversity & Inclusion minor possible?
  - Communicate with faculty teaching classes on subjects
  - Video, not getting answers
  - Increase network – Ashton’s office is working with Success Marketing Committee.
  - Certificate Program advertise big ones and ones with low enrollment.
- Precious –
  - Andy and Ysatiz SAC representatives
  - Athletics person help with video

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## **d. Student Retention/Inclusion –**

- i. Develop programs for students to promote retention/inclusion.
- ii. Analyze student attrition and contributing factors related to diversity and inclusion.
- iii. Prepare reports and suggestions to help guide University policy and efforts to address these issues.

**Members: Ney Arias, Dr. Christopher Blakely, Dr. Brandon Johnson, Jameson Moschella, Dr. Ted Thornhill, and 1 student representative (Thelma Sanchez).**

### Meeting Notes:

- Committee met
- Ney nominated Chair, did not accept.
- Ney –
  - What to focus on?
  - Housing experience relates to retention
  - Making report
  - Need help from committee
  - Do the right programs
  - Get involved in orientation representation
- Precious
  - Looks at data of minority retention
  - How can we help?
  - Support system not the same after the first year
  - Parents have mentioned needing more diversity at orientation

## **e. Employee Retention/Inclusion/Mentoring**

- i. Develop programs for faculty and staff to promote retention/inclusion.
- ii. Develop a mentoring and guidance program for Employees.
- iii. Submit a proposal for the FGCU President to establish a University-wide bias response team to support and advise employees who have experienced or witnessed a bias incident, act of discrimination or hate crime; track and monitor the success of the team once created; and serve in an advisory capacity as needed.

**Members: Dr. Tony Barringer, Lisa Jones, Monique McKay, Kathleen Nagle-Roides, Emily Nanna.**

### Meeting Notes:

- No Chair
- Met during summer
- Monique –
  - Kathleen drafted a program

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- Assigned things over the summer
- Smaller things to get done
- Programs
  - Faculty & Staff
  - FGCU Students
  - Big Brother & Big Sisters
- Pam
  - Meeting on 7/24/18
  - Programs Kathleen had at previous institutions
  - Programs from other institutions
  - Pam reviewed and submitted draft to committee in August
- Precious –
  - President’s leadership committee
  - Don’t hesitate to bring ideas to focus on
  - What can we afford to implement
- Pam
  - Recruitment part of committee
  - Reach out to others
  - Micro sight
    - Effort to spend funds, had money to create a site to try and recruit world class faculty
    - Several applicants from Howard University
    - Short window did not capture a large pool
- Ted –
  - cluster higher in subject
  - do retention for minority students by area
  - need money to hire in specific topic
  - staff not interacting with students does not impact, but faculty of color will help students relate
- Precious
  - Funding for diversity pools