Eastern Kentucky University

Institutional Diversity and Inclusion Planning Committee

Meeting Minutes

April 10, 2015

Members Present: Barksdale, Gary; Day, Lisa; Forde, Timothy; Gernert, Jessica; Goggins, Shana; Hunter, Sandy; Jones, Kevin; Parry, Pam; Powell, Norman; Rezaie, Jaleh; Scarambone, Bernardo; Strauel, Jennifer; Thompson, Sherwood; Xiao, Qian; Zeigler, Sara

Regrets: Alexander, Martha; Botts, Theresa; Gallien, George; Gomez de Coss, Liliana; Makinen, Bryan; Matthews, Patti; Miller, Gladys; Morris, Brett; Naugle, Kim; Nguyen, Minh; Nnoromele, Salome

Absent Without Notice: Elrod, Preston, Gray, Terry; Holmes, William; Johnson, Wardell; Zaragoza, Socorro

Moment of Silence for the sudden passing of Kimberly Merritt, Assistant Director, Student Recruitment in Enrollment, Marketing, and University Relations.

10:00 AM - Welcome by Dr. Sherwood Thompson

Dr. Thompson reviewed items in IDIPC folders:
- List of IDIPC Members and SDWT Members
- Time Line – First draft in May, Final draft in June
- February 6, 2015 Retreat Minutes
- Facilitation Center’s Retreat Report
- IDIPC Retreat Evaluations
- Harassment and Bias Incident Reporting Tip Line to provide another avenue for people to report incidents anonymously. Discussion of the Office and Equity and Inclusion and Jennifer Strauel to meet with Dr. Thompson.
- Professional Development Grant Fund Committee with discussion of including funds for faculty research to the PD Grant. Campus-wide grants for programs/conferences on diversity, multiculturalism, and inclusion.
- CPE/CEO is revising what is required of the university diversity plans and moving toward “Inclusive Excellence” model. The model is intended to reach every individual on campus, which will require more funds for the Diversity Faculty Recruitment and Retention Incentive Fund.
- Professional Development Grant Recipients which are required to submit a report
- College Diversity Liaisons which will also serve as part of the Diversity Plan Implementation Team. Liaisons will provide each college to bring their issues to the EKU community.
• Diversity Strategic Plan Template from Kent State University. Discussion of general budget rather than a line item budget for the EKU diversity plan.
• Second Summit April 23, 2015, 2:00 – 4:00 PM in Whitlock Auditorium. Discussion of how to reach students to encourage participation. Add social media to Diversity Office. Graphics by Marlee Jennings, Diversity Office Student Employee
• Books on Loan at the Library
• CPE/CEO’s new terms: ‘Inclusive Excellence Model’ and ‘Inclusive Creativity’
• Library Link – Diversity Portal

1. Diversity Portal by Kevin Jones and Shana Goggins

Demonstration how to reach Institutional Diversity and Inclusion Planning Committee: General Information through the Library site ➔ Click on ‘Research Guides’ ➔ type ‘diversity’ into search box and the page will be the top link.

Kevin asked committee members to share information they have found, particularly the ‘Legal Considerations’ and ‘Diverse Staff Recruitment & Retention’ topics. There is very little literature available.

The page is also on the Diversity Office’s website, linked from homepage.

For the Diversity portal, Shana is currently researching state institutional standards for accreditation, which is usually very general. Some accrediting bodies are removing diversity standards.

Dr. Thompson:
• Research staff diversity
• Mark Maier, Esquire will give a presentation on federal and state regulations on diversity
• CAEP and SACS removed diversity from accreditation.

Shana Goggins:
• Researching requirements of accrediting bodies, which are general vague.
• Please share detailed information about specific accrediting bodies of your colleges and areas.

2. Diversity Summit – Timothy Forde

Question 1: When you hear the word diversity, what comes to mind?
• Differences
• Color
• Black/white
• Gender & sexuality
Question 2: Do you feel courses at EKU spend enough time on Diversity?

- Students view – yes
- Faculty view – no

Question 3: What to do about it increasing diversity in coursework?

- “Increase conversation in department and classes until I’m slammed about it.”
- Make diversity “the fabric of the University as the University did with creative and critical thinking.” Get it in the strategic plan with key point indicators, therefore diversity will be included in program review.
- Need to create a strong group to take action
- Modeling and rewarding behavior; change must begin at the top
- Ask students what is working and what they want to see

We need to come away from the Summits with something we can actually do to increase diversity. It must come from the top down.

A recommendation of a Comment Box was made for the second Summit.

3. University Strategic Plan Update – Lisa Day

There is an omission of diversity in the 2015-2020 Strategic Plan. Lisa sent a letter to the President Benson, who convened a meeting to discuss adding diversity to the 2015-2020 plan. Lisa will send a copy of the letter to IDIPC members. She encouraged members to email President Benson, copy Matt Roan and Dreidre de Leon with their support of diversity as a goal in the new plan. Some individuals feel that diversity is implied in one of the strategic goals.

Norman Powell:

- The Policy, Curriculum, and Intervention SDWT has been vetting of intercultural content and experiences throughout the university curriculum to insure diversity inclusiveness, equity are represented.
- College of Education established University policy for the teacher preparation; diversity policy included all teachers education students prior to student teaching are required to have 200 hours in diverse fields.

4. Wrap Up & Closing Thoughts

If we fail to include items in our plan, we will not be able to add it later.

Middle Eastern view is not currently represented although we have 350 international students. Sandy Hunter led a Global Café and will again in the fall.

Pam Parry volunteered to have her Public Relations writing class and Public Relations research class lead the Diversity Office/IDIPC PR in fall 2015.

Could diversity events be videotaped and streamed through social media.
Long discussion of how to have students attend events on campus. Coordinate with advisors, such as Fire & Safety has a large number of Middle Eastern students, to encourage students to attend events/programs. The majority of students attending the first Summit said they heard about it through emails. Discussion of master calendar. Hobsons’ system seemed to reach the students best.

Mark Maier, Student Rights & Responsibilities, will give a presentation on compliance with state and federal regulations at the next general meeting, May 1, 2015.

Adjournment: 11:30 a.m.

Next Meeting: May 1, 2015, 10:00 AM – 12:00 PM in Powell Underground