COEPD Diversity Committee Meeting Agenda

Jan. 24, 2018 (10am-12pm)

Members Present- Sherry Early, Kim McFall, Ruthann Arneson, Feon Smith, Conrae Lucas, and Debbie Lockwood

1. Approval of December Minutes (Conrae)
2. Guest Presenter: Dr. Bobbi Nicholson, Leadership Studies “COEPD Diversity Survey Results”

* 218 responses to survey after being sent 3 times to 2500
* First survey sent fall 2016, and 2 additional times in spring 2017; Link to survey sent from Dean’s office
* White, straight, Christian females- Largest Demographics of Responders
* Same survey as Little Rock
* Diversity defined by majority as- race, ethnicity
* Comfort level with discussion about diversity in classes- comfortable or somewhat comfortable (faculty)
* Students comfort with discussion about diversity- somewhat comfortable discussing diversity
* Lower number of students felt comfortable with transgender interactions than faculty
* 19% faculty have witnessed discrimination, 11% of students, 17% of staff administration
* 8% of faculty personally experienced discrimination- age, sex, religion identified as rationale for unfair treatment
* 54% faculty very committed to recruitment efforts for diversity
* COEPD recruitment efforts a diverse 50%- I don’t know; similar percentages for student recruitment
* Discussed how to use the data; concerns about how to use data
* \*\*Full discussion of results posted to Diversity Committee dropbox

1. Next Steps Based on Survey Results

* What the survey results mean/conclusions to be drawn: Faculty-student comfort level of discussing diversity in classroom (transgender & sexual differences seems to be where level of discomfort lies)
* Could be a discussion point for Iped Conference (teaching strategies); Sherry is chairing committee on faculty student discussions of diversity
* Bobbi, Sherry, and Jessi are planning to research discrimination of women on college campuses
* Consider reasons for the low response rate- are people uncomfortable discussing diversity? Lowest response rate from students- are they uncomfortable? Bobbi mentioned article that mentioned “diversity fatigue” and possibility that people are tired of discussing diversity.
* Compare diversity survey results from COEPD to results from entire university (same survey is being sent to all students, faculty & staff by President Gilbert’s office)- possibly discuss in April

1. Suggestions for the COEPD Diversity Committee Website Content Based on Benchmarking

* Sherry has been working with George and by Feb. meeting we will have website
* Have content to Sherry by Feb. 9th (refer to Sherry’s dropbox for what is already there)
  + Feon mentioned resource link that Kim created on dropbox
  + Links to journals
  + Add content to dropbox that Sherry has created for info added to website (put info there by Feb 9)

1. Updates on Collaborative Outreach

* SAFE Space Training- 15 registered for SC campus training on Jan. 25; Shaunte is collecting registration numbers for Huntington training on Jan 29
* Picture taken on SC campus for We Are Marshall publication
* Undergrad Sharing Day- April 18th at 9am at Student Center
  + Students interested in presentations on diversity issues (ELL, gender, ) could partake in the Sharing Day (can include graduate students); allows practice for presentations in a low stress environment
  + Info about Sharing Day is available in BB
  + Presentations may be 5 minutes- student friendly format
  + Kim mentioned stipend to support student research - Creative Works & Scholarships (Thanksgiving emails were sent); Kim will disseminate link and provide Committee more information
* Diversity Seminar- Sherry will meet with Isaac next Thursday at 11:30 to discuss specifics
* School Psych- grant received between school psy, counseling, psy, psychiatry. Expand role of school psychologists by placing them in primary care settings; broaden role of school psychologists to meet needs of children & family
* Maurice Cooley- not interested in speaking to our Committee; we will continue to look for possible speakers

1. ACLU Panel on Immigrants in West Virginia (Rieko)

* Reiko- presentation on ACLU & her correspondence with WV (more than 2500 WV immigrants generate business income; (panel on DACA)
  + MU presentation- April 9th at 4pm Huntington campus; Drinko library hosting book display about immigrants \*Diversity Committee to promote event in some way; Are there resources for immigrants in addition to ACLU?- if we have resources please share with Reiko
  + Sherry will make flyer available to dropbox so Committee can promote the event.
* Intercultural Affairs- cultural exchange event planned for March on Huntington campus; bring students & faculty together to engage in conversation; Sherry requested that Reiko propose to planning committee that SC campus be included

1. Next Meeting’s (2/26) Goal:

* Feb. 26th – next meeting; will invite Isaac (Deb will invite) to discuss Sharing Day and Diversity Seminar
* Diversity Breakfast- likely to be announced soon by Dean; the event is generally at end of February, Diversity Committee should plan to attend and sit together

1. Announcements
2. Adjourn

Upcoming Dates & Diversity-Related Events:

* Upcoming Brown Bag Series
  + Wednesday, **January 24** - Josh Brunty - Forensic Sciences
  + Wednesday, **February 14** - Kim McFall and Isaac Willis Larison - COEPD - Religious Diversity and children's literature
  + Wednesday, **March 14** - Laura Diener - Women Studies
  + Wednesday, **April 11** - Herman Mays - Biological Sciences
* ACLU Panel on Immigrants in West Virginia (early April)