

MINUTES

Shepherd University and Equity Committee

October 3, 2018 at 3:10 p.m.

Rumsey Gallery-Student Center

Present: Dr. Thomas Segar, Keira Cale, Dr. Chiquita Howard-Bostic, Annie Lewin, Dr. Veronique Walker, Tammy Gill, Arthena Roper, Dr. Lynne Hannah, Barbara Kandalis, Adeline King

Dr. Segar called the meeting to order at 3:15 p.m.

- I. Introductions- All present members introduced themselves
- II. Recorder for the Minutes: Keira Cale
- III. Chair Election for 2018-2019
 - a. Dr. Thomas Segar was elected to serve as the Committee Chair for the 2018-2019 cycle. .
- IV. Review Committee Charge
 - a. Discussed the importance of staying informed and updated about the changes that are made based on recommendations by the Committee.
 - b. Further investigation is needed to see which job titles have responsibilities related to the Charge of the Committee and have them present to us on progress surrounding these responsibilities.
 - c. Annie Lewin and Dr. Segar will be investigating which position oversees each area of the Charge and how they are being held accountable.
- V. Meeting Cycle for 2018-2019
 - a. Meeting Cycle approved for 2018-2019.
- VI. New Business**
 - A. Updates**
 1. Community: Saturday, November 3, 2018 from 8 a.m. to 3 p.m., Women's Leadership Conference, Martinsburg, WV. Contact Veronique Walker for more information.
 2. Office of Multicultural Student Affairs- See Handout 1
 3. Civility Response Team- Currently working on updating the resources on the website for all individuals connected to campus. Any individual interested can now apply to be part of the CRT during any time of the year.
 4. Title IX- Rams Rally for Respect will be held on Thursday, October 4, 2018 from 5 p.m. to 7 p.m. to promote respect and equity for all groups of people. There is potential for new regulation for Title IX by the Department of Education and the office will be reviewing that information as it becomes available.

B. November 14, 2018- Focused on Human Resource Topics

- a. Tammy Gill is working on updating the faculty/staff manual for new hiring procedures on how to include candidates to create a diverse pool to be completed by the end of 2018. Also attached (Handout 2) is a list of resources for diversity recruitment strategies.

C. Proposed Cycle of Yearly Presentations based on Committee Charge

- a. The presentation cycle was approved by the Committee.

D. Areas of Concern Expressed by Diversity & Equity Committee Members During 2017-2018 with Commentary by Your Committee Chair in [Brackets]

- a. A solution and answer that came up for the majority of the discussion was the need for a position that oversees the diversity and inclusion related practices on campus in the form of a Chief Diversity Officer or something similar.
- b. Questions arose stemming from the University's commitment to these topics surrounding diversity and inclusion. Suggestions were made to bring these concerns up to senior leadership, as well as disseminating these ideas to all different departments.

The next Diversity and Equity Committee is scheduled for Wednesday, November 14, 2018

Meeting Adjourned at 4:45 p.m.

Respectfully Submitted,

Keira Cale

Multicultural Student Affairs Report

October 3, 2018

Upcoming Events

Coming Out Panel 2018| Wednesday, October 10, 2018 | 6 p.m. – 8 p.m. | Storer Ballroom, Student Center

The 2018 Coming Out Panel is a panel discussion program designed to increase awareness about the diversity of different sexual orientations and gender identities through dialogue and conversation with audience members. Panelists are members of the LGBTQ community who will be sharing their coming out stories and lived experiences to educate others and be visible within their community.

Sponsored by the Office of Multicultural Student Affairs and the Gender Sexuality Alliance

National Coming Out Day 2018| Thursday, October 11, 2018 | 10 a.m. – 3 p.m. | Ram's Den, Student Center

National Coming Out Day was founded on October 11, 1988 by Robert Eichsberg and Jean O'Leary marking the anniversary of the 1987 March on Washington for Lesbian and Gay Rights. Since then, on or near every October 11, many individuals still celebrate the power of coming out and what that means to them. Join us at our National Coming Out Day table to grab some free pride gear and resources.

Remember, you are valid in this world!

Sponsored by the Office of Multicultural Student Affairs and the Gender Sexuality Alliance

Multicultural Student Affairs Trivia Table | Tuesday, October 16, 2018 | 10 a.m. – 2 p.m. | Ram's Den – Student Center

Each month, the Office of Multicultural Student Affairs will be sponsoring a trivia table where students have the opportunity to win prizes for answering a few quick questions surrounding a specific topic. This month's topic will include questions relating to ableism and neurodiversity, so make sure you stop by!

Sponsored by the Office of Multicultural Student Affairs

Past Events (September)

Multicultural Leadership Team Annual Retreat | Friday, August 31 to Sunday, September 2| Charles Town, WV

The Multicultural Leadership Team was established in 1991 for the purpose of developing an effective group of multiracial and multicultural student leaders that articulates the vision for a multicultural organization and inspires and motivates others to voluntarily participate in reaching the vision. The annual retreat gives students foundational knowledge about social justice and systems.

Sponsored by the Office of Multicultural Student Affairs

Attendance: 28

Multicultural Student Affairs Trivia Table | Tuesday, September 11, 2018 | 10 a.m. – 2 p.m. | Ram's Den – Student Center

Each month, the Office of Multicultural Student Affairs will be sponsoring a trivia table where students have the opportunity to win prizes for answering a few quick questions surrounding a specific topic. This month's topic will include questions relating to Hispanic Heritage month, so make sure you stop by!

Sponsored by the Office of Multicultural Student Affairs

Attendance: 43

safeTALK Suicide Prevention Training | Thursday, September 20 | 1 p.m. – 4 p.m. and 5:30 p.m. – 8:30 p.m. | Cumberland Room - Student Center

safeTALK is a three-hour alertness training that prepares anyone over the age of 15, regardless of prior experience or training, to become a suicide-alert helper. Most people with thoughts of suicide don't truly want to die, but are struggling with the pain in their lives. Through their words and actions, they invite help to stay alive. safeTALK-trained helpers can recognize these invitations and take action by connecting them with life-saving intervention resources, such as caregivers trained in ASIST.

Since its development in 2006, safeTALK has been used in over 20 countries around the world, and more than 200 selectable video vignettes have been produced to tailor the program's audio-visual component for diverse audiences. safeTALK-trained helpers are an important part of suicide-safer communities, working alongside intervention resources to identify and avert suicide risks.

Sponsored by the Multicultural Student Affairs Office .

Attendance: 32

Hispanic Heritage Festival | Tuesday, October 2 | 11 a.m. to 2 p.m. | Student Center, Ram's Den

In celebration of Hispanic Heritage Month, the Office of Multicultural Student Affairs and Program Board are hosting a Hispanic Heritage Festival to showcase different cultural aspects of our students that positively contribute to our campus community and beyond. During the event, there will be music, crafts, food, games, and more!

Sponsored by the Office of Multicultural Student Affairs and Program Board

Attendance: 113

List of Proposed Diversity Recruitment Sources

1. **Minority Nurse Magazine**

Website: <https://minoritynurse.com/>

2. **Diversity in Academe** – a special report/publication through the Chronicle of Higher Education

3. **Diverse Hiring** – part of Diverse: Issues in Higher Education website

Website: <https://diverseeducation.com/>

4. **Higher Education Recruitment Consortium**

Website: https://www.hercjobs.org/career_advice/diversity_resources/

5. **Candidates over 40**

- Retired Brains - A job board for job seekers who are retired baby boomers.
- Baby Boomer Jobs - A job board that is part of the Beyond.com family of job boards.

6. **LGBTQ**

- Campus Pride - A job board for the college LGBTQ community run by a leading national nonprofit organization.
- Out and Equal - Non-profit community and resource center that includes a job board.

7. **Disability**

- Recruit Disability Jobs - A job board for job seekers who have disabilities powered by the Sierra Group.
- Ability Links - A long time digital community that includes a job board for persons with disabilities.

8. **Veterans**

- Vet Jobs - A job board for military veterans of all branches of service.
- Recruit Military - A job board and community for military veterans.

9. **Women**

• Women for Hire - Tory Johnson's business and career community specifically for women. Individual or group posting packages.

• Military.com - In addition to their veteran and military job board, they also have job postings and a community designed to engage the military spouse.

10. African American

- Black Jobs - Independent job board and largest African American career community online.
- IMB Diversity - Career community and online resource for African Americans that offers advertising and job board posting opportunities.

11. Hispanic

- Hispanic Today - This career search engine is part of the National Labor Exchange but offers paid job postings with Equality Magazines. Click here to access their placement price list.
- Hispanic Professional Latino Association - The organization is known for publishing a set of lists of America's Best Places For Latinos To Work also has an active job board and job seeker community.

12. Multiple Communities

- Professional Diversity Network - A network of affinity diversity groups including African American, Hispanic, Asian, disability, LGBT, veteran, and women communities.
- Diversity Jobs - Offers a variety of focused minority job boards with options to post jobs manually or that are scraped from your career site.
- Beyond.com - Offers a variety of diverse job posting options within their large number of job boards.