

Shepherd University Diversity and Equity Committee Meeting Agenda
Rumsey Gallery, Student Center
Tuesday, December 3, 2019
2:15 – 3:45 p.m.

- I. Introductions**
- II. Approval/Recorder for Minutes**
- III. Meeting Cycle for 2019-2020**
 - ~~• 3:10pm – Wednesday, October 30, 2019~~
 - 2:15pm – Tuesday, December 3, 2019
 - 2:15pm – Tuesday, February 11, 2020
 - 2:15pm – Tuesday, April 7, 2020
- IV. New Business**
 - A. Updates**
 - 1. Community
 - 2. Social Equity & Title IX/
Multicultural & Accessibility
 - 3. Civility Response Team
 - B. All Gender Restroom Initiative wrap-up – letter from D&E Committee**
 - C. Diversity, Equity, and Inclusion Training (online)– Outline Attached**
 - D. Social Equity Policy/Resolution Process – *In Progress***
 - E. Storer College Faculty Award**
 - F. Changing the Face of Shepherd: Student Diversity Award**
 - G. Identity Campus Climate Survey – initiate in Spring 2020 or 2021**
 - H. Employee Diversity Training and Development Program**
 - Committee: Annie Lewin – Chair, Marie DeWalt, Tammy Gill, Shannon Holliday, Richie Stevens, and ?
 - I. Areas of Concern**
 - 1. Recruiting and Retaining Underrepresented Students and Faculty/Staff
 - 2. Mentor Program from First Year Students
 - 3. Connect Strategic Plan to Diversity & Equity Initiatives
[What might this look like?]
 - J. Projects In-Process, Completed, or Need a Lead Person**
 - 1. Adding Preferred Names and Preferred Pronouns to Class Rosters and Student IDs

*This will be accomplished with the implementation of Banner 9, Fall 2019
The business process related to this change will need to be finalized.*

2. Diversity & Equity Committee Website – Chiquita Howard-Bostic
Fully operational! www.shepherd.edu/diversity
3. Request Executive Leadership Team to speak out on diversity and social justice in speeches writing etc.*
– It is important to “make it clear where Shepherd stands.” A symbol of prioritizing diversity and social justice at the institutional level.
In progress
4. Create a one-page document for faculty /staff. Possibly create an easy, interactive element? Provide scan codes with links for more information? Utilize videos and website resources.
Need committee members willing to work on this.

Diversity & Equity Committee Meetings for 2019 – 2020

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Diversity, Equity, Inclusion Online Training for Faculty/Staff: Spring2020

(Name Used to Be Determined)

Outline

- I. Student Populations – stories and experience on campus (written or video)**
 - a. Students of Color**
 - b. LGBTQ students**
 - c. Women**
 - d. Socio-economic status – first generation**
 - e. Student Veterans**
 - f. Students with Disabilities**
- II. Identity Wheel**
 - a. Agents and Targets**
 - b. Privilege**
 - c. Intersectionality**
- III. Implicit Bias**
- IV. Macroaggressions**
- V. Language and Culture**
 - a. Power Dynamics**
 - b. Boundaries**
 - c. Ethics**
- VI. Harassment and Violence**
 - a. Title IX/VAWA**
 - b. Marginalized populations and violence**

XIV. DIVERSITY AND EQUITY COMMITTEE

(taken from the Shepherd University Equal Opportunity Policy and Affirmative Action Plan,
Revised September 27, 2016)

STRUCTURE

The Diversity and Equity Committee is appointed by the President and consists of members drawn from the administrative staff, faculty, classified employees, community, and undergraduate and graduate student body. The chair is elected by the committee.

CHARGE

The Diversity and Equity Committee will report to Administrative Council on the following tasks:

1. To review the current hiring practices of the University and recruitment and retention of minority populations and underrepresented faculty, staff, and students;
[Admissions, Graduate Studies, Enrollment Management & Student Success, Human Resources, and Student Affairs]
2. To recommend policies and strategies to increase and retain the number of minority populations and underrepresented administrators, faculty, staff, and students;
[Academic Affairs, Enrollment Management & Student Success, and Human Resources]
3. To recommend measures to facilitate a supportive university environment for all community members and internal and external stakeholders;
[Faculty Affairs, Human Resources, Student Affairs, and Title IX]
4. To identify off-campus outreach efforts that will significantly impact the lives and opportunities of minority populations and underrepresented students, faculty, staff, and community members in the University's service area; and
[Student Affairs and Human Resources]
5. The Committee will also serve as a body which will periodically review progress in reaching the above stated objectives and make recommendations for prompt, remedial action.
[The committee needs to create a document or report to present to the Advisory Council at the end of each year, which includes concrete recommendations for certain functional areas.]
6. Educate the University community on issues of diversity and social justice.
[Collaboration between Human Resources, Faculty Affairs, Student Affairs, Title IX, Center for Teaching & Learning]
7. Actively support (and/or sponsor as able) other University organizations' efforts to educate the University community on issues of diversity and social justice.
To be determined