

**Shepherd University Diversity and Equity Committee Meeting Agenda**  
Rumsey Gallery, Student Center  
Tuesday, February 11, 2020  
**2:10 – 3:30 p.m.**

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**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~~
- 2:10pm – Tuesday, February 11, 2020
- 2:15pm – Tuesday, April 7, 2020

**IV. New Business**

**A. Updates**

1. Community
2. Social Equity & Title IX/  
Multicultural & Accessibility  
(see attachment)
3. Civility Response Team

**B. All Gender Restroom Initiative Update – letter from D&E**

**C. Diversity, Equity, and Inclusion Training for Faculty/Staff**

- 1. Speaker, Dr. Gil Singletary: How the Illusion of Diversity and Inclusion Leads to Exclusion - presenting 2 sessions, February 18 (10am and 2pm) in Storer Ballroom**
- 2. Diversity and Inclusion Training: Multiple Sides of the Human Story, April 2, 5-9pm in Byrd CHE**
- 3. Online Training (outline below) – *in progress***

**D. Storer College Faculty Award Ceremony – February 26, 2020 at 5:30pm**

**E. Diversity and Inclusion Campus Climate Survey Timeline**

1. February 2020: Create Survey
2. March 2020: Climate Survey Task Force will meet to review and market
3. April 2020: Climate Survey will be distributed to students
4. May-July: Climate Survey data compilation
5. August-October: Results and recommendations presented to ELT

**F. Social Equity Resolution Process – *In Progress***

## Diversity & Equity Committee Meetings for 2019 – 2020

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

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

## 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, 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.