

MINUTES
Shepherd University Diversity and Equity Committee
December 3, 2019 at 2:15 p.m.
Rumsey Gallery, Student Center

Present: Madi Welder, Dr. Chiquita Howard-Bostic, Dr. Richard Stevens, Annie Lewin, Dr. Virginia Hicks, Karen Green, Jatalia Wilson, Dr. Heidi Hanrahan, Allison Davenport, Tammy Gill

Annie Lewin called meeting to order at 2:20 p.m.

- I. Introductions – all present members introduced themselves
- II. Approval of minutes – Motion to approve: Richie Stevens; second: Karen Green. All in Favor: motion passed unanimously
- III. Recorder for Minutes – Madi Welder
- IV. 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
- V. **New Business**
 - A. **Updates**
 1. Community

Dr. Howard-Bostic suggested that we add the new Cultural Diversity Coordinator for Jefferson County schools to the Committee. Annie will talk with Sonya to recommend this addition to Diversity and Equity Committee. All committee members agreed that this would be a positive addition to the committee and that the committee would benefit having a representative from Jefferson County schools
 2. Social Equity & Title IX/ Multicultural & Accessibility
 - i. **No Shave November Challenge**| Friday, November 1 | 11:00 a.m. –1:00 p.m. | Ram’s Den, Student Center

Get your picture taken each week in the Ram's Den and get great resources on healthy living! Must have clean shaven face for pictures.
 - ii. **Men’s Health Event**| Wednesday, November 6 | 5:00 p.m. –7:00 p.m. | Location TBA

This event includes discussions on topics about men and their physical and mental health, sexism, and violence. Discussions will also include societal views on these topics and the truth behind them.
 - iii. **Transgender Awareness Table**| Tuesday, November 12 | 11:00 a.m. – 2:00 p.m. | Ram’s Den, Student Center

Transgender Awareness Week is a week when transgender people and their allies take action to bring attention to the community by educating the public about who transgender people are, sharing stories and experiences, and advancing advocacy around the issues of prejudice, discrimination, and violence that affect the transgender community.

iv. Mental Health Summit: How To Navigate Mental Health Challenges|

Tuesday, November 19| Student Center

A collaborative event through Multicultural Student Affairs and Accessibility Services, TRiO Student Support Services, Counseling Services, Community Outreach, and Office of Social Equity, Inclusion, and Title IX. This event started a campus conversation pertaining to Adverse Childhood Experiences (ACEs) and their correlation between later symptoms or diagnoses of depression, anxiety, and other mental health topics. SU Counseling services provided supportive breakout sessions, while SU faculty and community members held a panel discussion.

v. Transgender Day of Remembrance Vigil| Wednesday, November 20 | 5:00 p.m. –7:00 p.m. | Potomac Place Lawn

Transgender Day of Remembrance (TDOR), is an annual observance that honors the memory of the transgender people whose lives were lost in acts of anti-transgender violence that year.-Diversity Council in Berkeley County was asked to do a Diversity training for faculty and staff at Shepherd with Jason Faulk as a speaker. Work with Graduate Studies for funding.

3. Civility Response Team – Dr. Hanrahan and Dr. Howard-Bostic discussed conversations during the CRT meeting about how faculty members confront incivility in a workplace climate that needs to be healed

4. All Gender Restroom Initiative wrap-up – letter from D&E Committee

- i. Students are planning to present initiative to ELT
- ii. Annie will draft a letter of support on behalf of the D&E committee and will send e-mail of letter to all members asking that they respond with any objections or comments by a certain date
- iii. Students will need to explain exactly which restrooms will be changed
- iv. Look at peer institutions/regional and WV schools, if it is a recruitment tool
- v. Shepherdstown community is already changing restrooms

5. Diversity, Equity, and Inclusion Training (online)– Outline Attached

- i. Anonymous stories
- ii. It is important to have opportunity for actual Shepherd students to share stories anonymously with another student reading it as an option.
- iii. Before experiences- “We realize that speaking up could be dangerous but this is the kind of institution that’s going to have the difficult conversations.”
- iv. ELT stating they expect everyone to comply with training? -repercussions for not completing?
- v. Have code at end to show someone has completed training as a part of contract
- vi. Add required training to faculty handbook
- vii. Research what other universities are doing for faculty mandatory trainings
- viii. Civil Workplace Policy Training- possible name
- ix. Have a training that faculty and staff take every 3 years

6. Social Equity Policy/Resolution Process – In Progress

- i. For employees and students

- ii. Have draft by next meeting
- iii. Have a meeting to go over policy

7. Storer College Faculty Award

- i. Ceremony in February
- ii. Richie has information on the ceremony

8. Changing the Face of Shepherd: Student Diversity Award

- i. Create 2 awards- 1 for undergraduate students and 1 for graduate students
- ii. Diversity and Equity Committee select the recipient of the award

9. Identity Campus Climate Survey – initiate in Spring 2020 or 2021

- i. Inform faculty and have them put it in their syllabus and have time dedicated to taking survey
- ii. Ensure anonymity- confidential and anonymous
- iii. Include open-ended section to get experiences to use for training
- iv. Include faculty and staff in survey- Classified Employees and Faculty Senate -Talk to Amy Speck about getting staff access to computers who may not have immediate access to a computer (i.e. facilities or custodian staff)

Diversity & Equity Committee Meetings for 2019 – 2020

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- ❖ 2:15 p.m. – Tuesday, April 7, 2020

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. Microaggressions**
- V. Language and Culture**
 - a. Power Dynamics**
 - b. Boundaries**
 - c. Ethics**
- VI. Harassment and Violence**
 - a. Title IX/VAWA**
 - b. Marginalized populations and violence**

Meeting Adjourned at 3:51 p.m.

Respectfully Submitted,

Madi Welder