

MINUTES

Shepherd University and Equity Committee

February 11, 2020 at 2:10 p.m.

Cumberland Room-Student Center

Present: Annie Lewin, Madi Welder, Dr. Chiquita Howard-Bostic, Dr. Richard Stevens, Dr. Rob Tudor, Dr. Karen Green, Dr. Heidi Hanrahan, Dr. Virginia Hicks, Crystal Smiles-Tharp, Tonya Dallas-Lewis, Tanner Haid

Annie Lewin called the meeting to order at 2:16 p.m.

- I. Introductions- All present members introduced themselves
- II. Approval of Minutes from December 3, 2019 Meeting
 - A. Motion: Dr. Hanrahan; Second: Dr. Howard-Bostic
 - B. Minutes were approved
- III. Recorder for the Minutes: Madi Welder
- IV. Tanner Haid- West Virginia Rivers
 - A. Choose Clean Water Coalition in West Virginia
 - B. Key priorities of coalition is to promote diversity, equity, inclusion, and justice in the Chesapeake Bay Watershed. -Requesting letter of support
 - C. UMD submitted a letter of support for the Diversity and Equity Committee in joining the Choose Clean Water Coalition
 - D. No cost, no obligation for the Diversity and Equity Committee
 - E. No other West Virginia universities or college involved with coalition
 - F. Annual Conference registration online- Contact Tanner for student registration
 1. Two free scholarships for Shepherd students for Annual Conference (May 19-21 in Richmond, VA)
 - G. Open Discussion**
 - 1.As a committee focused on Shepherd, do we have the ability to join?
 1. SERC can join with Diversity and Equity Committee
 - 2.Internship and practicum opportunities with WV Rivers
- V. **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

VI. New Business

A. Updates

1. Community

1. Jefferson County Youth and Drug Court- Fundraiser Dinner Contact Dr. HB
2. EPEC Sock Hop- Feb. 21st 6p-11p Town Run

2. Social Equity & Title IX/ Multicultural & Accessibility

1. (see attachment)
2. Phenomenal Womxn Nominations on Rampulse
3. Safe Zone Training went well
4. Identity Swap- Positive Feedback; Students did an amazing job coming together and putting on the event

3. Civility Response Team

1. Texting Software that sends automated responses providing services when a student has specific needs -Dr.Howard-Bostic working with Student Success

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

1. President has already approved All-Gender single-occupancy restrooms
2. Ask that the university either designate a multi-stall all-gender restroom in each building or build a single-occupancy restroom in each building over the next 5 years.
3. Another option is to extend the door to floor and ceiling *not listed on updated initiative*
4. Frank Arts has a single-occupancy restroom accessed only by faculty with card lock
5. EOB single-occupancy restroom has 2 locked doors- not accessible to students and community
6. White Hall second floor 2 stall restroom- one stall out of order
7. CCA I second floor has single occupancy restrooms

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

1. Student session from 6 p.m.- 8 p.m.

2. Diversity and Inclusion Training: Multiple Sides of the Human Story, April 2, 5-9pm in Byrd CHE

1. 3.5 hour training

2. **Jason Faulke- Confessions of a Recovering Diversity and Inclusion Consultant**
3. **Breakout sessions**
 - a. **Kyle Rush, Equity Coordinator for Winchester Schools- Implicit Bias**
 - b. **Richie Stevens- Sense of Belonging**
 - c. **Angela Brown, Director of English Language Learning in Loudon County- Complexities of Value and Cultural Diversity Without Over Emphasizing Them**
 - d. **Brian Hose, Hagerstown Hopes- Gender Inequities**
 - e. **Pastor Dr. Joel Rainey, Pastor of Covenant Church- Religious Freedoms**

3. Online Training (outline below) – *in progress*

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

1. **Haven't received nominations**
2. **Will be moved to Faculty Awards in May**
3. **Storer College Faculty Award to be printed in Commencement program**

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*

G. Psychology Department looking to hire 1 faculty member.

1. Wanting to publish opening in various journals and publications specific to diverse populations but the cost is more than HR and Psychology Department has available
2. Recommend recruitment budget for diverse population

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.

Meeting Adjourned at 3:42 p.m.

Respectfully Submitted,

Madi Welder