Division of Student Affairs  
Diversity and Inclusion Committee  
Thursday February 27, 2014  
Meeting Minutes

Attendance: Walter Diaz, Casey Bandarra, Starsheemar Byrum, Kemesha Wilmot, and Carrie Robinson  
Absent: Jennifer Boylan, Emma Blandford, and Suzanne Dowling

1. Approval of Minutes from 1/24/2014  
   - (Bandarra, Starsheemar) 5 in favor, 0 opposed, 0 abstentions. Motions carries.

2. Cultural Celebration Calendar  
   - The calendar is going smoothly and we are about halfway through the semester.  
   - It is time to begin to start thinking of a new theme for next year.  
   - ACTION ITEM: Walter will call a meeting in order to discuss ideas for a theme.

3. Student Employment Diversity Data  
   - The committee looked at the data from this year in comparison to last year.  
   - Walter will share the data with some of the department heads.  
   - We had a discussion around increasing the diversity and what the goal is.  
   - We want to have a representation of our student population in terms of gender and race/ethnicity. Also work on providing opportunities for students.  
   - Casey brought up the idea of possibly of getting access to departments’ job descriptions and GPA requirements so we can refer students to those positions.  
   - The suggestion was made to have department heads reach out to the diverse student organizations in order to inform them of job opportunities on campus.  
   - A final discussion was on developing recommendations for unit heads on how to improve.

4. Staff Diversity Data  
   - We talked about having a conversation with unit heads about individuals who are listed as unknown to gather more accurate data.  
   - There are four areas with 0% and one with 3%.  
   - Walter indicated that there are some areas that could improve their numbers. Overall, the Division has made great strides in this area.  
   - We had a discussion around the possibility of including sexual orientation and ability in the future.  
   - Kemesha discussed about the next diversity workshop and how we may need to think about a session on visual diversity.

5. Intercultural Center Updates  
   - There is an MLC meeting next Wednesday at 5pm.  
   - They are planning a Club Jeopardy where they would go against faculty and staff.

6. Women’s Center Updates  
   - Ella Grasso Award nominations are coming in.  
   - Star is starting a peer education program called the Shield. Students will go through a 5 week program that teaches them the material. It will allow them to go into the residence halls and classrooms.  
   - The domestic violence program is still going and there are 40 students that will be trained at the end of it.  
   - SART is working to enhance their work and developing subcommittees within it.
7. **Pride Room Updates**
   - Program tonight “Colors of the Rainbow” and university hour next week.
   - The first safe zone training is Monday March 10th.
   - Carrie is working with Emily on the safe zone logo and then it will go up through the chain of commands in order to get it approved.
   - The office is all set and up and running.

8. **Diversity and Inclusion objectives in Campus Labs by Department**
   - The Pride Room is missing from the data.
   - Unit heads are going to need to identify how they are meeting the diversity objectives and how they are connecting it to their objectives.
   - Will talk about this at next division assessment committee.

9. **Diversity of Scholars Program Updates**
   - Walter met with Amilcah. Amilcah is no longer in charge; Dahmali is now overseeing; Academic Advisors are meeting with DSP students on a regular basis.
   - Inroads will be on campus March 10th at 3pm. Sponsored by OLAS, DOSP, CICD, and the Intercultural Center.

10. **MLK Awards and Other Awards**
    - Kemesha will call a meeting of staff to look at the awards and have an honest conversation about possibly enhancing the program. Honest feedback will be crucial to assess the program.
    - Look at possibly combining all the awards into one event.

11. **A Different Dialogue**
    - Kemesha will explore similar concept for 2014-2015.
    - Modeled after Georgetown University.
    - Recruiting faculty to facilitate the conversations would be a good thing and keep costs down.

12. **NUFP Program (NASPA program)**
    - Program exposes underrepresented students (racial and sexual orientation) to the field of Student Affairs.
    - Several of our graduates have been through the program.
    - Walter wants to formalize the program here on campus.
    - Kemesha will be putting a group together to look at recruiting students for the program and developing a plan of action for the program (recruitment, curriculum, mentors etc).
    - Students in the program can possibly attend the Regional and National Conference.

13. **Discussion**
    - Discussion was held about other students (e.g., white) who want to get exposed to Student Affairs and how we can assist with this process. This could be a project that the Professional Development Committee takes on and perhaps collaborate with the NUFP program.