Committee Members in attendance: Walter Diaz, Chair; Josh Sumrell, Theresa Giard, Carolyn Taggart, Eunice Omega, John Westcott, Jennifer Haugen, Damali Abbensetts. Absent: Alicia McKenzie, Cynthia Washburne, Jen Boylan, Starsheemar Byrum.

1. Note/Minute Taker-Joshua Sumrell
2. (Approval) Minutes from September 20, 2016
   a. 1st: Eunice, 2nd: Damali, All in Favor 7-0-0.
3. April & May Minutes: Theresa will double check her files to look for the April and May minutes. April was a small D&I meeting which may not have garnered minutes.
4. Website - (minutes, committee members) – John
   a. John has updated the website to reflect current minutes (the ones that were obtainable) and current membership/committee members
   b. Goals & Objectives section will still be updated
   c. Check possible links to connect users with the page in a more accessible way
   d. Any further sections, please send to John
5. Goals & Objectives – Walter reviewed each goal – champions were assigned as follows:
   A) Summer Retreat – Jen B.
   B) Cultural Calendar – Carolyn will follow up with Star in regards to the process for the call for proposals. We are capable of pulling in resources from other departments, if needed.
      a. Theresa recommended a program involving education majors in regards to diversity. There is a low amount of diverse programs and curriculum. Will setup meeting with Dean Diaz to discuss.
      b. Deadline - next meeting to come with proposal ideas to be discussed as a group. A goal is to receive ideas form D&I members for the spring semester.
   C) Update professional and student diversity data - Eunice and Theresa. Discussion on how to ascertain the information→reclassified, self-identify or indicating the wrong box.
      a. Discussion on M/F/T/other options not being captured-cross reference data with Elife
   D) Plan and offer professional development offerings - Theresa, Jennifer H.
      a. Where is this coming from? Our committee collaborating with the Professional Development committee. Being attentive on what they are doing. Speaker, Webinar
      b. Diaz expectations to have 2 offerings per semester
   E) Oversee NASPA NUFP - Damali, Theresa
      a. Deadline is approaching for fall application. Star & Damali will be meeting soon
      b. Workshop for student interested in Student Affairs→will connect with Jen H. Student Affairs retreat- October 14, 12pm to 5pm→having NUFP be a part of it
   F) Develop annual report – Josh.
G) Maintain and update D&I website – John (see website updates above)

H) Establish baseline data of diversity make-up of clubs and organizations – John, Theresa
   a. Request rosters next week and will have by end of October. Will use last year (2015-2016) data. Meeting with Diaz.
   b. Discussion on using the data directly from Banner and/or pulling from the common application questions
   c. Spring semester-requesting this information when hiring student employees (self-reporting data). Does student employment use a particular form? Select survey, Question Pro

I) Distinguish Service Awards – All (Walter challenged the committee to keep the three awards in mind throughout the year and nominate and work to identify nominees for each).

J) Peer mentoring initiative - Damali is still working on it, survey by next week Friday, October 14, 2016

K) Recruitment and Hiring Practices - Diaz, Theresa & Jen H to meet to discuss about providing training and information to unit heads

9. Cultural Celebration Calendar – No report
10. Intercultural Center Updates - - No report
11. Women’s Center Updates - No report
12. Pride Center Updates
   a. Grand opening to the center 10/11/16
   b. Fresh Check Day 10/13/16
   c. Outspoken-Warrior Cup sponsored event
13. Peer Mentoring & Inclusive Excellence Awards- Damali discussed the mentoring initiative. She will be conducting a survey of our students of color seeking insight into student engagement and if they are looking for assistance locating and connecting with services, clubs, organizations, etc.
14. Chair-end of Fall 2016 – Walter is looking for a committee member(s) to take on the role of chair (co-chair).
15. Announcements –
   a. ACUI-growing in social justice workshops and presence
   b. Diversity Summit-October 15 (Josh is attending)
   c. University of Vermont-Transgender workshop-free for students and professionals
   d. Hampshire College-sexuality/gender issues workshop (next semester)
   e. Book-Transforming understanding of Diversity in Higher Education
16. Motion to adjourn
   a. 1st Carolyn, 2nd Jen H, All in Favor 7-0-0

Scribe: Joshua Sumrell