

## Diversity Committee Minutes – November 5, 2018

- Review of minutes from prior meeting
  - Minutes Approved
    - First: Tony Sanchez
    - Second: Quatez Scott
  - Present: Greg Stone, (Member) Regina Kynard (Co-Chair), Kate Delaney (Co-Chair), Tony Sanchez (Member), Lilla Horton (Member), Becky Schneider (Dean's Designee). Also: Quatez Scott, Fatma Alalawneh, Taylor Stiriz – COGS Inclusion/Diversity Fellows
  
- Old Agenda Items
  - Diversity Module – could we design a module to be foregrounded in an early course in the programs of study?
  - Review of D&I plan—where does it fit into the college?
    - Current plan is recent as of 2016
    - There are no gender-neutral restrooms (4-year plan)
      - There are discussions for a plan with the earliest one coming in 2019
      - Kate will send proposed plans
    - Office of D&I will begin re-drafting a strategic plan that will either be a three or five year plan
  - Campus Climate Survey
    - Aligns with federal guidelines, but not the University's plan
  - JHCOE Diversity & Inclusion Plan
    - When the plan was developed, there were no assignments for responsibilities
    - Ask each program what they are doing to support the D&I of the University and JHCOE
    - Each department meets following the college meetings
    - Understanding how we are representing diversity within the field of education (two factors):
      - Academic Freedom—faculty member and department have to buy in
      - Content—how is it applicable to the field?
    - Offer a program or workshop for faculty that addresses additional resources for teaching students with disabilities.
    - Identify specific goals and strategies from the Office that specifically tackle challenges at the University. How do we tap into their budget considering JHCOE does not have one.
    - Putting together focus groups survey instruments with faculty, staff, alumni and students to address climate in JHCOE.

- New Agenda Items
  - Need to find out about program level initiatives to know what we are doing already and can work on other goals in the existing College Diversity Plan.
  - From Diversity and Inclusion Plan: GOAL 1, STRATEGY 7: All disciplines add required segment in a course that highlights the rich diversity of that discipline.

RESPONSIBLE UNIT: Each discipline within The University of Toledo.

TIME PERIOD: Medium: 13 to 24 months.

MEASURE: Diversity of discipline reflected in new segments.

- Goal Setting—set for the next meeting in December
  - Re-visit the plan based on learnings from feedback from department chairs.
  - Continue to follow up on Gender Neutral Bathroom option in Gillham Hall.