

HHS Diversity Committee Meeting Minutes
Monday, March 22, 2021

Present: Sherry, Louis, Tanesha, Staci, Ann, Laura, Amanda, Bridge, Tavis

Zoom meeting information provided in the meeting invitation.

1. Introduction of members - Who can take the minutes?
 - a. Tanesha is taking minutes.
2. Approval of Minutes from the last meeting, 2/22/21, attached to email invite.
 - a. Ann motioned, Staci seconded that motion

Updates/Old Business:

1. Dean's Diversity Advocacy Awards Committee report
 - a. Webpage nomination update
 - i. Louis- Dean looked it over and it was to his satisfaction. Suggested have it up so we can provide two weeks for review. Waiting a date for end of the year college meeting so we can present. Angela DeAngelo will be working on getting up the webpage for nominations. Once we have the date we can post information to allow two weeks.
 - ii. Sherry-Webpage should be up soon with a date. Friday April 16th as a tentative date for application submission?
 1. All agreed.
 - iii. Sherry- Soon as the webpage is up, advertise April as Diversity Month to increase promotion for nominations.
 - b. Who will review nominations? Does the committee want to do this?
 - i. Staci- Her schedule won't allow her to commit.
 - ii. Ann- Agreed.
 - iii. L- Depends on how many submissions we have. Think we should do it but does not think we will have many submissions.
 - iv. Sherry- Offered to help with this.
 - v. Louis- Offered to help as well.
 - c. When will awards be received? At the end of the year college meeting. Waiting on the date.
2. "Principles & Practices of Critical Inclusive Pedagogies." With Dr. Whitney Peoples on 1/27/21
 - a. Next steps – Louie, Amanda and Sherry subcommittee
 - i. Sherry- No follow-up meeting has been held. Maybe we can try to get something for the Fall semester.
 - ii. Amanda- Offered to set up a meeting for the subcommittee.
 - iii. Sherry- Sunday, received the invoice for Dr. Peoples and working to get that handled
 - iv. Louis- Met with Dr. McKether and gave favorable reviews of Dr. Peoples presentation. Dr. McKether discussed a training for trainers held by Dr. Peoples and Louis would like to be involved
 1. Sherry- Access on webpage for resources for faculty and staff, could be something we put on there.

3. Webpage update
 - a. Louis-Dr. McKether wants all Diversity webpages to have the same template. Louis sent out an email to program directors seeking college diversity information
 1. Sherry- Thinks our transition will be smooth to this template.
4. Create a More Diverse faculty, *The Homegrown Faculty Initiative* – Updates on the Dean’s thoughts.
 - a. Louis- Received information from the Dean. Tavis not present to the meeting yet so Louis will arrange a meeting with subcommittee (including Amanda and Tanesha)
5. GRE requirements in our college – asked to review the results of the survey of each program. We were exploring this as a potential barrier in recruiting diverse and underrepresented graduate students. What are the next steps, if any?
 - a. Tabled due to Maddie’s absence.
6. Elimination of domestic partner benefits – comments on letter that was to be reviewed after last meeting; suggestions, corrections, and additions?
 - a. Sherry- Any comments/suggestion on the letter?
 - i. All agreed in moving forward with the letter.
 - ii. Sherry will send
7. Discuss with the programs in your school the consideration to add pronouns to faculty web pages and email signature. Any updates?
 - a. Sherry- Asked for all to go back to program and department meetings to encourage others to add in pronouns to their signatures and to the department faculty web page. Link for further information, if need: <https://www.mypronouns.org/what-and-why>
8. How we are reaching students; ideas for reaching students this semester? Fall 2021?
 - a. Amanda- Member of the PT MCLC wants to attend these meetings to give perspective.
 - b. Laura- Suggested uniting student groups as OT has a group as well. Maybe this is something we can facilitate.
 - c. Ann- Suggested a special event for the groups. Maybe a breakfast?
 - i. Sherry- Maybe a kick-off in the Fall?
 - d. Louis- ODI had a grant for students we could apply for. ODI has a faculty of color meet and greet. Maybe we can do this for the students. Chairs of the student groups possibly being a member of our committee.
 - e. Sherry- Asked Bridge for a student perspective
 - i. Bridge- Food and the meet and greet could be a good event. Suggested making it a discussion topic. Relaxed, upbeat setting.
 - f. Tanesha- Suggested making it more inclusive for all diverse groups for this kick-off event.
9. Committee Chair cycle, chair elect?
 - a. Sherry- Would like to have a chair-elect by the end of our next meeting. Someone asked about guidelines but we don’t have any. Suggested having more solidified guidelines or by laws.
 - i. Ann- Suggested checking with Dr. McKether to see if there are guidelines
 - ii. Louis- Will check with Dr. McKether.

10. Diversity Retreat on March 12th 10:00-11:30 on Webex was cancelled. Is there another scheduled?

a. Louis- Will check with Dr. McKether

11. Other Old Business or updates?

a. Tavis- Offered to obtain an undergraduate student for the committee for next year and provided some points of consideration for establishing guidelines.

New Business?

12. ODI has requested information; questions for the committee

a. What are the goals of your committee?

i. Louis- Get information to Marketing and Communication by the 31st. These goals are separate from yearly goals but rather broad goals of the committee.

ii. Ann- Increasing representation of diverse groups in the college. Increasing inclusive practices in our curriculum.

iii. Tavis- Possibly modifying university goals? Also highlighting those who have carried out these efforts.

iv. Amanda- Looking at Dr. McKether's diversity plan and those goals. Will send for reference.

v. Sherry- Will start an email to get that going to be done by the 31st.

b. Are there any specific initiatives you want to highlight?

i. Sherry- Highlight Dr. Peoples presentation and the Deans awards.

13. Ann- Next meeting, brought up the appointment of Dr. Postel. Thought about if we want to make a statement.

i. Sherry- Since faculty senate is drawing up a statement maybe we can support that. For next meeting, maybe we can review that as well.

Next and last meeting for the semester: 4/26 at 12:30.