



**COLLEGE OF HEALTH
AND HUMAN SERVICES**

THE UNIVERSITY OF TOLEDO

**Diversity Committee Meeting
Thursday, January 27, 2022, 11:00**

Zoom meeting information provided in the meeting invitation.

Who can take the minutes? Ann agreed

Old Business:

1. Approve minutes from last meeting
Minutes approved from December 1, 2021.

2. Student leaders meeting held on Wednesday January 19, 2022. Louis, Tavis and Sherry facilitated the meeting. Discussed the meeting details and ideas to move forward. Aru thought the meeting went really well. Like to continue and have a regular meeting—is that possible. Seemed like a good environment for new ideas to come up. Louie will talk about the survey and that might be a time to meet with student's again once we get the data from the survey after spring break. Maybe have one more before spring break? It was great to have Louie, Sherry and Tavis and students felt listened to about it. Felt like students felt they had a voice, follow up on the transformational part to continue forward. Should Sherry share the minutes, post on the website? Decided to ask the students first. How can we follow up on the student ideas and concerns from the student leader meetings? Ask them what they would like to be kept confidential. Louie can it be an ongoing group? Louie could be the lead from student leaders to share that information with the Dean and the committee diversity issue. How can they have a voice? Louie can lead meeting with the students and bring ideas back. Driven by students and they have a voice and Louie can be the conduit. The content should come from the students. It could be a subcommittee of the diversity committee. Suggested to have Doreen involved with Aru and Leonardo. Be sure to advertise the student Dean's Diversity Awards. Thoughts from the student meeting included:
 - More instructors of color, importance of instructors that look like them
 - Textbooks not being inclusive-be more aware of textbooks looking for more representative
 - Professors be culturally humble and responsive, uncomfortable situation come up and get breezed over, feels marginalizing groups
 - Happy to hear training that wanted to see it was continual, ongoing training on cultural competence and humble and sensitive
 - 7 students present

3. Student questionnaire – Louie update Raffle for Starbucks cards—Amanda do the questionnaire and the option to opt in to the raffle which goes to another survey with contact info and another question about being into a focus group which is another survey. Use cards for focus group incentives too. Amanda needs to know how it will go so she can incorporate the updated info—card amount \$5 and 10 for the survey and the rest for focus groups. Also lunch for the focus group? Louie will talk to the Dean usually there is refreshments. Send it out by Monday, January 31 and ends in two weeks February 14. Goes to every grad and undergrad in CHHS. Message for the committee to send to our program faculty and staff to ask them to ask their students to do it. Tavis do 3 reminders and emphasize we want their opinion about increasing diversity at UT. Staci until we can improve the culture of UT for students for them to succeed, diversity is to improve the culture of the UT in all aspects of diversity. Louie intent is to see what resources they can be successful, take that information demographics etc are there variables that look different for some groups and the focus groups will tease that out for example some groups use the library more.

4. Create a More Diverse faculty, *The Homegrown Faculty Initiative* – Any Updates? Louie no updates right now, Tavis supposed to have a meeting with Dr. Small. VP Small is very excited about the idea—Tavis was waiting for a response—Louie will ask today in meeting with Dean and it is still out there. Is the search for VP of DEI stalled? Say students are asking for a more diverse faculty and need to get things rolling even if we don't have DEI VP identified

5. College t-shirt ideas-student leader group seemed in favor. 2 ideas modeled on YMCA or Flags no human is illegal, BLM etc. Ask marketing about it. Louie talked to Angie who is our marketing person. Once we have our wording she would connect us with vendors and Marcon.

Rockets represent or CHHS or not use -use the college logo versus spelling it out-Keep is simple, less language, Rockets if we can use it and do CHHS, “You belong here” Aru, On the back of the shirt and Rockets Include All of Us, Create a tee shirt front and back and send to Angie, and L, S, and T sit down with her. Faculty get them and where on a picked day and then get some to students through different avenues, few hundred, she with student leaders.

Front of Shirt:

Rockets Represent: (and include the HHS logo),
 Or The College of Health and Human Services Represents (Instead of Represents: Celebrates? Includes? Embodies?)

- ✓ All Races
- ✓ All Religions
- ✓ All Identities
- ✓ All Backgrounds
- ✓ All... (or All of Us)

Back of Shirt:

UToledo Cares and have picture of the Rocky/Rocksy image/logo.
 Or You Belong Here (this is what is written on our diversity page on the website.)

6. CHHS Diversity Statement (like an educational philosophy statement) for any faculty position we post - Louie updated. How do we get statements about this form applicants? Louie will ask. It came from Dr. Small and there will be a new training for people on diversity committee. Louie will ask Mark about how CHHS will implement it.
7. Send Sherry feedback on these three statements for part of the graduate application. Once we decide Louie will present to the Dean.

Program admissions procedures utilizing required prompts, related to diversity:

Prompt 1: In the HHS ___ degree program, we value diversity of thought, experiences, and background among our student body. Please explain how you might bring some aspect of diversity to the HHS ___ program. This could be accomplished in a variety of ways, such as describing your culture, work history, life experiences, etc.

Prompt 1: In the HHS ___ degree program, we value diversity of thought, experiences, and background among our student body. Please explain how you might bring some aspect of diversity to the HHS ___ program. You can discuss diversity in a variety of ways such as describing your culture, life experiences, and/or passion for improving health issues among those less fortunate, underserved, discriminated against, or otherwise alienated.

Prompt 3: Our program upholds the University of Toledo's commitment to diversity, equity, and inclusion. We seek to create a culture in which everyone feels a sense of belonging in our program and within the broader campus community. Please describe the ways that you have contributed to or supported diversity, equity, and inclusion in the past AND how you might see yourself contributing to a culture of belonging [inclusion instead of belonging the?] in this program at UT. [Written by Dr. Czaja]

8. Other Old Business?
 - 4 final candidates for the VP DEI, all the inclusion officers met with them, 2 will be selected to go through another vetting, Louie very impressed by all of them, and any will be a good VP. After selected, we will invite the person to a committee meeting.
9. New Business:
 - Dean's Diversity Advocacy Awards
 - Sherry's final year so we need someone to chair next.

Meeting dates for the semester: Thursday, February 24, March 24, and April 28 at 11:00.