

Meeting Minutes: Diversity Committee April 28, 2017

Present: Angela Palmer, Kevin Carmody, Angela Roman, Joy Pufhal, Mark Schuelke, Jacob Schrot, Lindsay Barber, Matt Chaney, Angela Garrey, Cindy Horn, and Nicholas Campau

Absent: Lottee Halm, Nicole Martin, Victoria Bosen, Courtney Lyczynski, Danielle Moore, and Dawn Fox

Guest: Elise Gramza

Review Meeting Minutes:

A copy of the minutes from the meeting held on April 7, 2017 was sent out prior to the meeting for review. If anyone has edits, please contact Angela Palmer. Meeting minutes are put on the Student Affairs Diversity Committee website for review as well.

Preferred Name (Elise Gramza):

A preferred first name policy has been recently developed for the University. Elise communicated that the University is working through technical challenges that come with the preferred first name requests. The preferred name policy will meet the needs of faculty, staff, and students. Elise shared part of the University policy which reads, "Any FSU community member can identify themselves with a different (preferred) first name as their legal name." She also shared with the committee that the goal is to have a website regarding the preferred name policy which will be a resource that includes frequently asked questions. Joy asked whether or not a student could change their email addresses related to their name change. Elise thought that there would probably be more technical challenges in doing so, and that this would be something that would be looked at later, possibly as a second tier to the implementation of the policy.

Student Affairs Diversity Goal/Report:

The Student Affairs Diversity Report is due to the Diversity and Inclusion Office by August 1, 2017. The report should cover the timeline of July 1, 2016- June 30, 2017. It was suggested that this committee include a submission in the report that communicates all of the great progress that we have had in relation to starting a LGBTQ+ Center.

LGBT Resource Center Working Group Updates:

1. Name and Programming Work Group (Angela R., Angela G., Cindy, Joy, and Kevin): This group took all of the suggested center names and narrowed it down to three possibilities:
 - a. LGBTQ+ Center
 - b. LGBTQ+ Pride Center
 - c. Gender & Sexual Diversity Center

When narrowing down the possibilities, the working group felt that it was important that the name makes it clear as to what the center was. Feedback was given that the third choice (Gender & Sexual Diversity Center) sounded a bit more inclusive to those who may identify outside of the traditional LGBTQ acronym. Other feedback for this specific name was to use the same words but in a different format, such as Center for Diverse Gender & Sexuality. There was a brief discussion about whether the center should be named now or later. Kevin volunteered to put together a student focus group to ask for their opinion on which center name they liked the best.

2. Staffing Work Group (Nick, Kevin, and Angie P.): This group benchmarked other universities, comparing staffing structures and job duties. We thought that Ferris would be more receptive toward a part-time staff member, so this group recommends moving toward a grad student for a possible staffing model. Joy shared that when moving forward, this work group should work under

the assumption that the staff member(s) will report to someone in Student Life, that the person will probably not be a full-time staff member, will most likely be a grad student who oversees the center, and recommends that the staff member is supervised by a full-time staff.

3. Location Group (Mark, Angela R., Lindsay, Jacob, and Kevin): This group shared that they looked at a few different locations on campus for our LGBTQ+ center. They tried to look at spaces where there would be minimal renovations required, and where visibility was a priority. The top potential location choice seemed to land within the UC. Possible locations to pursue are as follows: UCB 124; the 5-Star space in CLACS; CLACS conference room; and UCB 016. Kevin volunteered to organize a student focus group to ask which space they might like for the center. Joy suggested that we begin to write a document that assesses the UC location(s), and gives a compelling argument to the need for it to be in the UC. She also suggested that we get feedback from students about the comparison of upper as opposed to lower level spaces in the UC.

Moving Forward: LGBT Resource Center- Next Steps:

Joy suggested we write a document that addresses the need for the center, the work of the center, the value in having a center, the location, the staffing, and the budget for the center. Joy would like to have a draft done by May 22 or May 24, 2017 so a final document can be given to Jeanine by June 5, 2017. Angie Palmer volunteered to work on a mission statement for the center.

Submitted by: Angela Palmer
Administrative Assistant to the Dean of Student Life