

## **Meeting Minutes: Diversity Committee August 21, 2013**

**Present:** Angela Palmer, Nick Campau, Leroy Wright, Matt Chaney, Angela Garrey, Mickey Albright, and Renee VanderMyde

**Absent:** Amy Otteson

Introductions were made for the new committee members. Leroy introduced the letter sent by the former Vice President of Student Affairs, Dan Burcham, which outlined the goals and purpose of the committee. Leroy also stated that the goals and direction may change based on the new Vice President's vision and goals regarding diversity.

The Diversity initiatives highlighted in the 2011-2012 Diversity Report were shared. A suggestion was made that we include staff training within the highlighted initiatives. It was suggested that Matt Olovson facilitate the training. Angela Garrey shared that Matt facilitated diversity training for the University recruiters and she highly recommends it to others on campus. Angela communicated that ongoing training is conducted for her recruiters where they discuss current hot topics, new federal regulations, etc. When reviewing the diversity initiatives, Mickey shared her concern that she did not see where the initiatives included international students or GLBTQIA students.

Angela Garrey spoke about the Campus Pride Climate index website that is available. When visiting the website, viewers are able to see how GLBTQIA friendly we are as a campus. The website also provides a rating for each university who participates. This website allows us to update any information pertaining to our environment. It was shared that there is a challenge of how to support our GLBTQIA community because they sometimes do not desire the support. However, there is a definite need to be able to communicate the resources that are available to the GLBTQIA community.

A discussion about international students began. The committee wants our international students to become even more connected to what it means to be a Ferris student and a member of our community without infringing on personal beliefs and cultural values.

It was suggested that the committee began thinking about potential diversity initiatives as well as review the current goals and initiatives going on within the Division of Student Affairs. Leroy stated that we need to update the current list of activities that we do annually or on a month to month basis. Angela Garrey highlighted that we hired Spanish speaking recruiter to assist in our recruiting efforts within various Hispanic communities. Leroy asked the members to review the initiatives with their employees and stated that he will bring it to the next Administrative Council meeting for review as well.

Matt Chaney communicated that he feels that we should strive for a better balance of programming efforts. He feels that with all of the programming on campus, it could become too overwhelming for our students. We need to be even more intentional in our programming efforts because sometimes the feeling is that we are competing for the same students and they are on programming overload.

Leroy asked that everyone review the Student Affairs Diversity website and see if there are any changes they would like to recommend. Angela Garrey suggested that we include sponsors on our website and said she will bring a potential list to the next meeting.

Angela Garrey would like to bring in new recruiting material for the committee to review and get our recommendations.

A timeline of dates for submission of the Diversity Report was reviewed. The committee members discussed facilitating a future Diversity Divisional Retreat. Angela Palmer will follow up with Patty Terryn regarding the appropriate deadline for receiving Diversity Reports from across campus.

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