

Meeting Date: November 9, 2021

Members Present: Grace Adeyemi; Hillary Anderson; Britni Elder; Adrian Gardner; Elizabeth Gayfield; Jonathan Glenn; Taylor Ingram; Aaron Knight; Charlotte Parham; Hunter Roberts; Shawanna Rodgers; Steve Schlachter; Joan Simon; Jessie Taylor; Angela Webster; Robin Williamson

Members Absent: Curtis Barnett; Veneta Fricks; Daniela Jimenez

Ex-Officio: Darshon Reed; Charlotte Strickland

Special Guests: Thomas Bruick, Christopher Craun, Taine Duncan, John Merguie, and Allen Thomas

Call to Order: Dr. Webster called the meeting to order at 3:01 p.m.

Agenda Items:

I. Acknowledgement of Approval of Previous Meeting Minutes:

The committee reviewed and electronically approved minutes from April 5, 2021 in the spring

II. Introduction of Committee Members

Each member was asked to introduce themselves as there were new members added to the committee since the spring meeting

III. Subcommittee Reports

- **Belonging Among Commuter, Nontraditional, & Online Students** (Presented by Dr. Christopher Craun)
 - The revised Institutional Diversity and Inclusion (IDI) website will help center activities for veterans, commuters, and online students directly from the diversity web page
 - The Diversity Assessment Office will design a survey for commuter and online students
 - Veterans were surveyed last year; the top-five list of resources they want are:
 - 1) Study spaces
 - 2) Access to printing
 - 3) Help with school supplies
 - 4) Communal lounge area
 - 5) Access to Veteran Services
 - The old Speech/Pathology building will become a Student Success Center with approximately 40% of the building dedicated to Veteran Services

- The committee will continue to study commuter, nontraditional, and online students
- **Black Men’s Experience** (Presented by Dr. Thomas Bruick & Taylor Ingram)
 - The project “In Their Own Voices” is close to completion
 - A qualitative project focusing on the academic experiences of Black Men at UCA
 - The committee is working with the Film Department to create a video representation of the findings
 - Slated to be completed by April 2022
 - The findings will be presented to various campus entities beginning in fall 2022
- **Campus Climate Survey** (Presented by Dr. Darshon Reed)
 - Dr. Reed presented an abbreviated version of the student findings
 - The survey has been shared with some key members of the Cabinet and will be shared with the full Cabinet and with the campus in spring 2022
 - The session will be recorded and available for the campus to view
 - A second gender question was added to the survey to address issues with the original question’s wording
 - The survey will be hosted on the IDI website after it is presented to the full Cabinet
- **Community Policing** (Presented by Chief Merguie)
 - Operation Safe Walk will occur Thursday, November 11, 2021
 - UCA PD, Physical Plant, SGA, Housing, and others from the community will walk around campus to find areas that need safety improvements
 - UCA PD will ask for student feedback
 - The group will get together in the spring to prioritize requests
 - A group has been formed with members of the Counseling Center, the Dean of Students, Housing, IDI, and UCA PD to discuss their respective policies and data
 - UCA PD will continue to follow recommendations from the governor’s task force and stay ahead of the game in training
- **Diversity & Inclusive Excellence Award** (Presented by Dr. Angela Webster)
 - Dr. Allen Thomas is this year’s recipient
 - Dr. Thomas is an academic director in the HPaW Residential College
 - The award was presented at Fall Convocation
- **Diversity Key Performance Indicators & Diversity Strategic Plan** (Presented by Dr. Jonathan Glenn & Dr. Darshon Reed)
 - This year the Diversity Strategic Plan asked for key performance indicators related to the goals that their projects address
 - 10 of 45 people have currently completed the survey

- The survey stays open until 11:59 p.m. on November 21
 - There is going to be a bigger discussion in the spring that pulls everything together and promotes the information to students, faculty, staff, and other interested stakeholders
- **IDI Grant Program** (Presented by Dr. Angela Webster)
 - Three grants totalling \$750 were awarded this fall
- **Immigrant Experience at UCA** (Presented by Dr. Angela Webster on behalf of María Negrete Padrón)
 - A visa-processing session will be led by General Counsel Warren Readnour in the spring to help our immigrant faculty and staff navigate the processes associated with procuring documentation
- **Lactation Suites** (Presented by Elizabeth Gayfield)
 - Estes Stadium now has a lactation suite that is open during home games and events
 - The lactation suite in the Women's Health Clinic has closed to due lack of use. Its furnishings and equipment were moved to Estes
 - Gradual changes will be made to the space including getting a vacant/occupied lock, a rug, and signage
 - A space has been reserved for a new lactation suite in Irby; it will become available in the spring
 - We are speaking with an art student to get canvas prints for Irby and Lewis Science Center instead of painting murals
 - Dr. Angela plans to go before the governing bodies to ask for funds to help with Irby and Estes
- **LGBTQ+ Advisory Committee** (Presented by Dr. Taine Duncan and Dr. Allen Thomas)
 - LGBTQ+ History Month (October) was a huge success, thanks to a high level of cooperation at multiple levels
 - The diversity website is going to be updated and streamlined for committee use and to reach people on multiple levels
 - The committee will continue to work with student leaders on fostering mutual diverse interests and intersectionality on campus
 - Arnie Story is devising a survey to assess student experiences in the LGBTQ community through the HPER
 - More opportunities exist for students to inform the University of their preferred name and gender identity
 - Registrar's Office is still converting forms and coordinating those changes with Blackboard and Gmail
 - Information pulled from Banner 8 will not show preferred names, but Banner 9 will

- Blackboard currently shows preferred names
 - Faculty and staff can indicate their preferred names through HR
- **Political & Religious Acceptance at UCA** (Presented by Charlotte Strickland)
 - The Civic Action Committee takes the place of the political side of this subcommittee, and the spirituality panel discussions through University Training cover the religious side
 - There is no longer a need for this committee
 - **There was a motion by Jonathan Glenn and seconded by Joan Simon to disband this subcommittee. The motion was approved.**
 - Charlotte Strickland suggested that Leslie Graybeal be invited to the next meeting to discuss what the Civic Action Committee is doing
- **STAR- Strategies Targeting Academic Representation** (Presented by Dr. Angela Webster)
 - Minority Faculty Mentoring Initiative (MFMI)
 - 11 faculty mentor/protégé matches
 - 5 administration mentor/protégé matches
 - LGBTQ+ Faculty and Staff Welcome Meeting
 - Inclusive Hiring Series
 - Includes Crafting Inclusive Position Descriptions
 - Recruitment Process will be hosted on November 18
 - Coaching Circle
 - Diversity After Hours
 - Asian American and Pacific Islander (AAPI) Faculty, Staff & Student Check-In

IV. New Business:
- **IDI Website Subcommittee**
 - The charge is to devise a new look for the IDI website that serves as a hub for diversity, belonging, inclusion, and equity (DBIE) with easy navigation
 - **There was a motion by Taine Duncan and seconded by Britni Elder to add this subcommittee. The motion was approved.**
- **Land Acknowledgement Ad Hoc Committee**
 - The charge is to review the tenets of land acknowledgement statements and craft a statement for approval
 - **There was a motion by Britni Elder and seconded by Joan Sinom to add this subcommittee.**
 - Discussion
 - Is this around decolonization and its relationship to the institution or something different?
 - It is about acknowledging the indigenous people of Central Arkansas who were on this land before UCA

- Most guidelines on Land Acknowledgements recommend that we involve indigenous people in our actions as much as possible
 - **The motion was approved.**
- **Policy / Program / Office Review Working Group**
 - The charge is to examine policies, programs, and offices to determine their implementation and impact on DBIE
 - **There was a motion by Allen Thomas and seconded by Elizabeth Gayfield to add this subcommittee.**
 - Discussion
 - Can you elaborate on what this is going to cover and its different parts?
 - This work is required by the Board of Trustees
 - The committee will look at departments' approach to policies and their work relative to DBIE data and how their work supports DBIE
 - Dr. Kevin Thomas's area will meet with the working group in the spring for us to review his department and ask questions about the implementation of this initiative
 - Does this overlap with the Diversity Strategic Plan?
 - This is more comprehensive with a deeper dive into particular offices and programs
 - **The motion was approved.**

V. For the Good of the Order

- Community and Race Oral History Project
 - Videos are on the IDI YouTube channel, it can be accessed from the IDI website
 - Project X promotional videos are also on the YouTube channel
- DBIE Campaign
 - IDI is working with University Marketing and Communications to create the campaign
 - The campaign begins next year

VI: Calendar: Next Meeting

- The next meeting will be scheduled in the spring semester; so watch for an email at that time

VII: Adjournment

The meeting was adjourned at 4:11 p.m.