

Diversity Advisory Committee Meeting

MINUTES

Meeting Date: October 29, 2024

Members Present:

Angela Webster, Bridget Fortenberry, Cindy Lea, Evan Faidley, Jason Carruth, Litz Flores, Liz Smith, Millie Goins, Rachel Ross, Robin Williamson, Shawanna Rodgers, Steven Schlachter, Travis Johnson

Members Absent:

Charlotte Strickland, Courtney Goode, Emily Hall, Jacob Held, Jim Rankin, Krista Peppers, Nyla Ollie, Veneta Fricks

Special Guests & Additional Subcommittee Members:

John Merguie, Kristy Carter, Lyn Gayfield, Lyric Williams, Maria Negrete Padron, Zach Smith

Call to Order

2:00

DBIE at UCA / Presentations

Dr. Nadia Eslinger – First Generation Student Success Committee Presentation (*Exhibit A*)

- First2Go Week – Break Barriers, Building Futures
 - First2Go Week is Friday November 8 – Wednesday, November 13.
 - The signature program is the Author Visit from Alejandra Campoverdi on Tuesday, November 12 in RWSC 205 during X-Period.
 - See *Exhibit B* for the full schedule of events.
- Questions
 - Is there space for graduate assistants or graduate students on the FGSS

Diversity Advisory Committee Meeting

committee?

- There is no cap on membership, and we would welcome another graduate student.
- I'm curious if there is a visible way to inform students of the invisible diversity of their faculty members (first-gen, LGBTQ+, etc.).
 - This type of initiative would best fit under the Strategies Targeting Academic Representation subcommittee.

Subcommittee Reports and Discussion - *Exhibit C*

- No discussion

New Business

- Committee Changes
 - Belonging Among Commuter, Nontraditional, and Online Students – **Belonging and Advocacy**
 - Will serve Commuter, First-Generation, Nontraditional, Online, Pregnant & Parenting, Transfer Students
 - IDI Grant Program – **DBIE Grant Program**
 - MVWPI – **UCA Supplier Diversity**
 - Travis Johnson moved to approve all the name changes.
 - Discussion
 - Do we anticipate any negative consequences from rebranding these committees?
 - Diversity is one of UCA's core values. We are also responsible and held accountable for it in our accreditation, so we're planning to move forward with DBIE.
 - Lyn Gayfield seconded the motion.
 - The motion passed.
- New Committee
 - Campus DBIE Events

Diversity Advisory Committee Meeting

- Committee will oversee DBIE Week, the Spring Ice Cream Social, and other campus-wide, DBIE-related events facilitated in response to the Campus Climate Survey.
 - Robin Williamson moved to add this subcommittee.
 - Bridget Fortenberry seconded the motion.
 - The motion passed.

For the Good of the Order

- The committee will receive a Doodle Poll to schedule the Spring 2025 meeting.
- Committee members will receive the details of the DAC subcommittees that members are encouraged to sign-up for.

Adjournment

- The meeting adjourned at 2:47 p.m.



I AM FIRST GEN

FIRSTGEN FORWARD NETWORK

The FirstGen Forward Network provides a three-phase approach to scaling holistic first-generation student success by engaging and empowering higher education institutions to transform the first-generation student experience, advance academic and co-curricular outcomes, and build more inclusive institutional structures.

FirstGen
FORWARD
Network Member

NETWORK MEMBER

Institutions apply for entry into the FirstGen Forward Network. Once accepted, your institution will begin in the Network Member phase.

FirstGen
FORWARD
Network Leader

NETWORK LEADER

Network Leader is the second phase of the FirstGen Forward Network. Formerly known as the First Scholars phase, this opportunity serves as a customized approach to intentional institutional transformation.



NETWORK CHAMPION

Institutions receive the designation of Network Champion for advancing first-generation efforts and contributing to an important knowledge base on evidence-based practice, leadership engagement, and scaling support.



First Generation Student Success Committee

Charge:

- **Assessment and Evaluation:** Regularly assess the needs of first-generation students and evaluate the effectiveness of existing programs and services.
- **Program Development:** Develop and implement programs and initiatives that address the unique challenges first-generation students face.
- **Resource Allocation:** Advocate for allocating resources to support first-generation student success.
- **Collaboration:** Foster collaboration with other university committees, departments, and external organizations to enhance support for first-generation students.
- **Awareness and Advocacy:** Raise awareness about the experiences and needs of first-generation students among faculty, staff, and the broader university community. Advocate for policies and practices that promote a first-generation-friendly campus.
- **Reporting:** Provide regular reports to the University Committee on Committees, the Council for Student Success, and other relevant stakeholders on the progress and outcomes of the committee's initiatives.

Committee Members

Dr. Nadia Eslinger, Chair

Dr. Julia Winden Fey

Dr. Amy Baldwin

Dr. Robin Williamson

Dr. Angela Webster

Angela Jackson

Maria Negrete Padron

Nicholas Bell

Tommyah Deshazer

Priority Area 1: Improve Data Collection and Dissemination

UCA has an established definition of first-generation college students, but its use is not consistent or widely known across campus, data collection is still limited, and dissemination and application of existing data is minimal.

Improvement Projects:

- Identify a partner in your institutional research office and each division to support these efforts. *(recommendation from FGF report)*
- Establish a data collection plan and identify gaps.

Barriers:

- Facilitating needed communication among IR, Student Success Services, and Office of Student Advocacy and Community (Who leads?)
- Limited data availability (UCA has only 3 first-year cohorts tagged as 1st gen at this point)
- Engaging others on campus in providing and utilizing data.

Priority Area 1: Improve Data Collection and Dissemination

Action Steps:

- **Set initial meeting for Fall 2024 with IR, SSS, OSAC representatives**
- **Report on availability of data and to University 1st Gen committee in Spring 2025**
- **Develop a data collection plan for Fall 2025 that addresses current gaps**
- **Develop a data dissemination plan for Fall 2025**

Priority Area 2: **Recognize and Celebrate First-Gen:**

UCA has celebrated first-generation students for a number of years with an annual celebration week, and more recently has held events on National First-Gen Day, but there is room to continue building a campus culture where the first-generation identity can be understood and celebrated.

Improvement Projects:

- Identify current first-generation administrators, faculty, and staff to build an inclusive community
- Consider the multifaceted intersectionality of the first-generation identity, and strive to build programs and services that reflect our community and student needs. *(recommendation from FGF report)*

Barriers:

- Upkeep of database of first gen faculty/staff
- Lack of data analysis on intersectionality of first-gen identity
- Collaboration needed across units and divisions who are responsible for different identity groups in order to create holistic programming

Priority Area 2: **Recognize and Celebrate First-Gen:**

Action Steps:

- **Identify current first-generation administrators, faculty, and staff (in-progress)**
- **Build database of responses Fall 2024**
- **Create communication plan with respondents and students for Spring and Fall 2025**
- **Develop broad report on first-gen student identity at UCA by Spring 2025**
- **Review first-gen intersectionality report and consider programming options for AY26**
- **Create a structure for first-gen affinity/resource groups within the Living Learning Communities**

Priority Area 3: **Identify Institutional Barriers**

We discuss “the hidden curriculum” in first-year seminars and first-gen events at UCA, but have yet to examine the campus culture and policies for actual barriers that our students encounter.

Improvement Projects:

- Conduct departmental, divisional, and institutional audits of strategic plans, policies, procedures, and commonly used jargon to dismantle the hidden curriculum and strengthen equitable access. Engage first-generation students in this process. (*recommendation from FGF report*)

Barriers:

- Engaging staff/faculty across divisions and units
- Identifying existing policies or practices that are obstacles to success
- Changing policies or practices once identified

Priority Area 3: **Identify Institutional Barriers**

Action Steps:

- **Survey first-gen students on “obstacles” faced in matriculating and remaining enrolled; report to Committee**
- **Identify/summarize course fees and cost of books/supplies for first-year students (focus on heavily-enrolled UCA Core courses)**
- **Conduct a focus group of students on communication barriers with and within Cash Net**
- **Find a method for further explaining the “Student Account” well before first day of classes (New Bear Central video? Required session at SOAR?)**
- **Develop a campaign about faculty availability and access (“Friendly Faculty)**
- **Continue to scaffold transitions programs promotions**
 - **Reels promoting campus resources**
 - **Print materials?**

Breaking
Barriers
**BUILDING
FUTURES**

**FIRST
GO WEEK**

Friday 11/8

**National
First Gen**

Day Student Center
10 AM - 2 PM

Saturday 11/9

Volunteer Day

@ Milestones

Services 10 AM



Sunday 11/10



**Movie
Night**

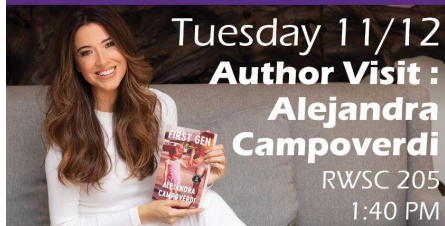
Arkansas Hall
Lawn @ 6 PM



Monday 11/11

**First 2 Go Meet,
Greet & Mingle
Bernard 207**

3 PM - 4 PM



Tuesday 11/12

**Author Visit :
Alejandra
Campoverdi**

RWSC 205
1:40 PM

Wednesday
11/13

**Men's Basketball
@ Farris Center**

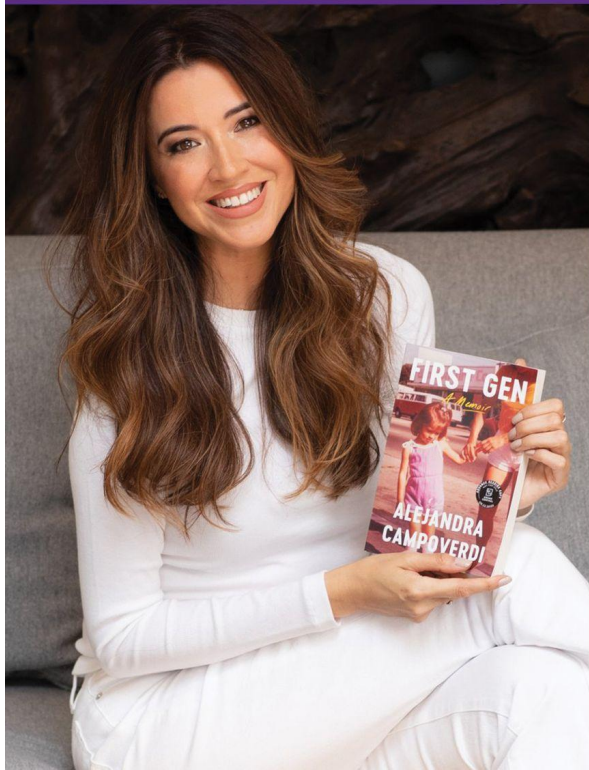
7 PM



**FIRST
GO WEEK**

**AUTHOR
VISIT**

**FOR MORE
INFO
EMAIL
FIRSTGEN
@UCA.EDU**



**ALEJANDRA
CAMPOVERDI**

A BARRIER BREAKER

NOV 12

RWSC 205

1:40 PM

**FIRST
GOXWEEK**

**AUTHOR
VISIT**

**FOR MORE
INFO
EMAIL
FIRSTGEN
@UCA.EDU**



ALEJANDRA CAMPOVERDI

A BARRIER BREAKER

NOV 12

RWSC 205

1:40 PM

- **DAC Subcommittee Reports**
 - **October 29, 2024**

- **Belonging Among Commuter, Non-traditional, and Online Students**
 - This subcommittee is being reconceptualized.
 - More to come in the spring.

- **Black Men's Experience at UCA (BMEC)**
 - The Black Men's Experience Committee has tentatively proposed conducting a focus group research project about the experiences of high-achieving black males here at UCA at the graduate and undergraduate levels. This project was birthed after receiving feedback from a UCA graduate who suggested that he was not exposed to resources and support initiative since his GPA was higher than 3.5.
 - Our second endeavor has us collaborating with Brother's Keeper with networking and mentoring projects.

- **Community Policing**
 - *See Exhibit D*

- **DBIE Award**
 - The DBIE Award plans to be accepting nominations on October 25
 - *See Exhibit E*

- **Diversity Strategic Plan**
 - The DSP Reporting Workshop was held on October 22
 - The DSP Reporting form is open from November 1 – December 20
 - The reporting form can be accessed here: <https://uca.edu/diversity/dsp-submission-form/>

- **IDI Grant Program / DBIE Grant Program**
 - The committee convened in September 2024 and agreed to fund many applicants doing some exceptional work. Through these grants, UCA members acquired/will acquire tools and support that promote inclusivity and diversity initiatives.
 - The committee will meet to discuss the next grant applicants in April 2024.
 - Information about the previous recipients, their work, and the grant program overall can be found here: <https://uca.edu/diversity/diversity-belonging-inclusion-equity-grant/>
 - The most recently approved recipients are listed on that website, along with the activities they have participated in / will be participating in.

- **Immigrant Experience at UCA**
 - The subcommittee is planning to do an event in the Spring semester called “Bears for the Soul.” We are considering having international tea, chocolate, and coffee while chatting with senior UCA faculty about topics like housing, child care, social life, places of worship, health care, what they love about UCA and they can share about their experiences.
 - The subcommittee is looking for a new chair.

- **Lactation Suites**
 - The Lactation Suites subcommittee is in the process of conducting a survey of restrooms and changing tables on campus.
 - Please reach out to Lyn Gayfield at egayfield@uca.edu if you are interested in the details of this project.
 - There is a new lactation suite in Doyne Health Sciences Center 214.

- **LGBTQ+ Advisory**
 - Subsets of the committee have been focused on fall programming for the LGBTQ+ community, especially around LGBTQ+ history month.
 - *See Exhibit F*
 - Several of the committee members have been focused on getting grants, funding, and staff support for ensuring continuity of programming that used to be supported by the Office of Diversity & Community.
 - The committee will submit the Campus Pride Index report after the new structure of LGBTQ+ campus support is established.
 - We had an incredibly successful LGBTQ+ history month including inspiring events around *The AIDS Memorial Quilt* and a student led Campus Pride Walk. We look forward to establishing more institutional structures of support for our ever-growing LGBTQ+ campus population, and we also look forward to identifying new members of the committee.

- **Minority & Women-Owned Vendor Partnership Initiative / Supplier Diversity Initiative**

2024-2025	Initiative	Status
New Partnership Development	Baldwin & Shell Construction Company Construction Coaching 101 Supplier Diversity Lunch & Learn with the President and CEO, Bobby Gosser.	In Progress
Name Change	The committee has a new name as of October 2024. Moving from Minority & Women Vendor Partnership Initiative to	Completed

	Supplier Diversity Initiative to align with new national changes.	
Entrepreneurship Support	Minority and Women Business Enterprise Certification Workshop May 8, 2024 11 a.m. - 2:30 p.m. UCA Brewer-Hegeman Conference Center Partnership Initiative with AEDC and Nabholz	Completed

- The Supplier Diversity Committee helps to provide entrepreneurial support to minority, women, and service-disabled veterans through minority business certification preparation and professional development workshops.
- We are in the process of updating our website, but you can find more information about UCA’s Supplier Diversity (formerly Minority and Women Vendor Partnership Initiative) online at <https://uca.edu/diversity/mvpi/> or email Dr. Kristy Carter at kcarter@uca.edu.

● **Policy Program Office Review**

- The Policy Review subcommittee met on May 9 to continue our conversation on how UCA can recruit a diverse pool of applicants for our positions as well as how we can successfully onboard candidates once hired. We also discussed how we can train, educate, and empower supervisors to meet the needs of our diverse workforce. Some ideas included:
 - EEE create monthly supervisor check-ins where supervisors can get information as well as ask questions.
 - Use Vector Training to provide optional resources on building community
 - HR to focus on using social media channels to help promote open positions
 - Encouraging hiring managers to use informal networks and situations to promote open positions at UCA (i.e., off-campus workshops, trainings, and conferences)
 - Focus on the ABCs = access, belonging, and community
 - Benchmark with aspirant institutions who are recruiting/onboarding well and ask for informational interviews
- Create helpful hints/best practices list

- **Strategies Targeting Academic Representation (STAR)**
 - The subcommittee is creating a series of charts to present to various college committees in the upcoming months.

Exhibit D

Outreach Programs/Activities Fall 2024

August 2024:

- 08/01-** Search and Seizure violations w/housing (1000 Bear Hall)
08/07: Housing Training for Student Staff (COB 105 Mini Bear Fair Swag/Info Table)
08/08: Housing: Staff Training (1600-1700 COB Auditorium)
1. Identify what to do in a situation with illegal or prohibited substances (Safety & Cleaning Checks, etc.)
2. Identify what to do if you need to call UCAPD
3. Identify what could be considered illegal or prohibited substances
08/14: Behind Closed Doors: Housing Tabletop conversation on What if Scenarios (100+ attendees)
08/15- Global Welcome Session International Students Safe @ UCA (Doyne Health Rm 231 1615-1630)
08/15- Project X Lunch and Learn event (12-1330 RWSC 205B)
08/16- HPER Active Shooter Training (1p-4p) SIM request (Email Agenda)
08/18- Move in Day (0700-1700)
08/20- Student Worker Job Fair (Student Center 1000-1200) Check in at 9
08/20- Rainbow Lunch LBGQT Event (1200-1300 Crafton Pavilion)
08/21- Faculty/Staff Convocation (Reynolds 0900-1100)
08/21- Conway Daze (1400-1700 HPER Table 51)
08/21- Rock the Lawn Arkansas Hall (2000-2200)
08/25- College Days (0930-1030)
08/29- Back to School Breakfast (McCastlain Ball Room 0630-900)
08/29- Class Welcome and Introductions (Irby 202 1215-130)

September 2024:

- 09/04-** Room 102 McCallister @ 10 (Speak with class of 20 about domestic violence/sexual assault)
09/17- County Fair Parade Event (Escort)
09/18- Brake for Bears Event @ 0800
09/20- Housing Appreciation Lunch @ 1130 Cafe
09/23- Speak with Dr. Norvell's class (Intro to policing) 0900 & 1000 @ McCastlain
09/23- Self Defense Class (Catholic Campus Ministry @ 1800)
09/26- Self Defense Class with Arkansas Hall @ 1600
09/26- Hunger Relief Food Packing @ 1400-1500 Bear Village Den
09/26- Mock Written and Physical mock exam Police and Society Class (Irby 315 @ 1800)
09/28- Family Day (Outreach Tent)

October 2024:

- 10/02- President Appreciation Lunch (1100-1300 President's house lawn)
- 10/02- Coffee with a Cop (College Square 0700-0830)
- 10/03- Student Wellness Fair (Hper 1130-1430)
- 10/03- PRIDE Walk (Crafton Pavilion 1340-1430)
- 10/08- DBIE Fair (1100-1500 Info/Swag Table)
- 10/09- Mario Kart needs an uber Alcohol Awareness Event(439 Western Ave @ 1900)
- 10/11-14: Faith & Blue Week
- 10/11- Faith and Blue Blood Drive (1100-1600 First United Methodist)
- 10/15- Real Beauty Mocktails Alcohol Awareness Event (RWSC #223-224 @ 1800)
- 10/28- Domestic Violence Awareness Training (HPER @ 1730)
- 10/29- Boos over Booze Event Alcohol Awareness Event (RWSC Lawn 1100-1500)
- 10/31- Trunk or Treat (1700-2000)

November 2024:

- 11/08: Education Day (Women's Basketball Team Farris Center 1100-1400)

December 2024:

- 12/03- Post Physical Test (Pepsi @ 1600)
- 12/07- Police and Society Holiday Police Community Relations Event (1600-2300)

Diversity, Belonging, Inclusion, & Equity

Exhibit E (DBIE) Award



The Diversity Advisory Committee invites the UCA community to nominate staff, faculty, and administrators for the

2025 DBIE Award

The nomination form may be found at
uca.edu/go/DBIEaward

The due date for submitting nominations is
Friday, November 15, 2024

For more information, contact us at
diversity@uca.edu or 501-450-3135





THRIVE FAIR:
GENDER & LGBTQ+
INCLUSIVE HEALTH AND
WELLNESS RESOURCES

Come to learn about insurance, get a mental health assessment, and meet inclusive providers in Central Arkansas

THURSDAY, OCTOBER 10
Student Center Ballroom
1-3 PM

In partnership with Dept
of Philosophy &
Religious Studies,
Psychology, Counseling,
the Community Care
Clinic, and AiR: *The AIDS
Memorial Quilt*,



UNIVERSITY OF
CENTRAL
ARKANSAS
COLLEGE OF ARTS,
HUMANITIES, AND
SOCIAL SCIENCES



Artists in Residence

LGBTQ+
HISTORY
MONTH



Public
Appearances



NATIONAL
• AIDS •
MEMORIAL



The AIDS Memorial Quilt

Public Event: *The AIDS Memorial Quilt*

Opening & Remembrance Tribute

Oct. 1, 2024 | 1:30-2:30 pm

Reynolds Performance Hall Lobby

**with Representative Tippi McCullough,
author & humanitarian Ruth Coker Burks,
& Reverend Ellen Alston**

**& featuring music by the UCA Choir,
UCA Percussion Ensemble, and Dr. Nave Graham, flute**

For more information, contact gayles@uca.edu or visit uca.edu/cahss/artists-in-residence

2024 LGBTQ+ History Month

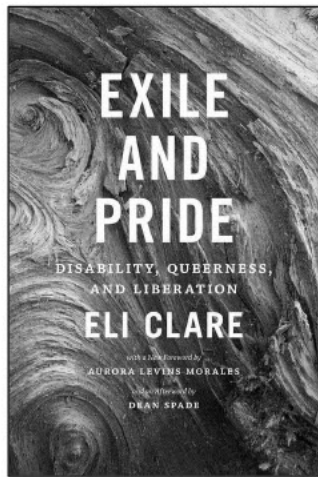
October 1 - October 31

Year Round		
	Lavendar Library Muse Residential College in Arkansas Hall - Enter through South Entrance	10:00 a.m. - 5:00 p.m.
10/1 - 10/11	On the View: AIDS Memorial Quilt Reynolds Performance Hall Lobby	10:00 a.m. - 4:00 p.m.
10/1	AIDS Memorial Quilt Opening Reception & Remembrance Tribute LGBTQ+ Employee Resource Group Reynolds Performance Hall Lobby	1:30 - 2:30 p.m.
10/3	Pride Walk Walk from Crafton Alumni Pavilion to Old Main Steps	1:40 - 2:30 p.m.
10/4	LGBTQ+ Awareness Facilitated by Reesa Ramsahai, Staff Counselor RWSC 214	2:00 - 3:30 p.m.
10/10	AIDS Memorial Quilt Inspired Health Fair RWSC Ballroom	1:00 - 4:00 p.m.
10/13	Indigo Girls: It's Only Life After All Film Screening <i>AIDS Memorial Quilt on Display at 5:30 p.m.</i> Brewer-Hegeman Conference Hall	3:00 p.m.
10/13	Indigo Girls in Concert <i>AIDS Memorial Quilt on Display</i> Reynolds Performance Hall	7:00 p.m.



And the Lavender Library

"EXILE and PRIDE" BOOK CLUB READING



Blending prose and theory, personal experience and political debate, anger and compassion, *Exile & Pride* provides a window into a world where our whole selves in all their complexity can be loved and accepted.

INTRODUCTORY DISCUSSION

SEPTEMBER 12 @2PM

In the LAVENDER LIBRARY

ARKANSAS HALL 259

SCAN QR CODE TO RESERVE YOUR COPY TODAY!

First 20 will receive a free copy at

introductory discussion



UNIVERSITY OF
CENTRAL
ARKANSAS

COLLEGE OF ARTS, HUMANITIES,
AND SOCIAL SCIENCES



LAVENDER
LIBRARY

University of Central Arkansas