

Meeting Date: November 5, 2020

Members Present: Desai, Nishka; Gayfield, Elizabeth; Gillis, Graham; Glenn, Jonathan; Holbrook, Franklin; Maltbia, Cornell; Robertson, Brandi; Schlachter, Steve; Simon, Joan; Strickland, Charlotte; Taylor, Alison; Tiruneh, Gizachew; Warren, Joanna; Webster, Angela; Williams, Tom

Members Absent: Buchanan, Astazzia; Conner, M. Shelly; Fricks, Veneta; Green, Charlotte; Ingram, Taylor; Roberts, Hunter; Walker, Azida

Special Guests: Taine Duncan

Call to Order: Dr. Webster called the meeting to order at 1:01 p.m.

Agenda Items:

I. Acknowledgement of Approval of Previous Meeting Minutes:

The committee reviewed and electronically approved minutes from November 12, 2019 on November 21, 2019. No meeting was held in the spring due to COVID-19 and the campus focus to ensure instruction and business moved forward in the new online environment.

II. Addition to the Agenda:

Three important items on the original agenda were omitted. We need to add the Campus Climate Survey subcommittee, Lactation Suites, and LGBTQ+ subcommittee. **There was a motion by Jonathan Glenn and a second by Joanna Warren to add the three items to the agenda. The vote was unanimous to approve the motion.**

III. Introduction of Committee Members

At the beginning of each new academic year, members are asked to introduce themselves as there are new members added to the committee.

IV. Subcommittee Reports

- **Black Men's Experience** (Presented by Dr. Angela Webster)
 - This semester Dr. Amy Baldwin, Dierre Littleton, and Dr. Angela Webster made a presentation of the report that was based on the Fall 2017 cohort
 - There is currently no chair of this subcommittee but one will be selected at the next convening of the committee
 - At the last meeting, the goal was to select a more recent cohort to study and to collect more quantitative and qualitative data
- **Campus Climate Survey** (Presented by Dr. Darshon Anderson)

- Dr. Anderson presented the most updated findings (**Visit the Institutional Diversity & Inclusion website for the complete report**)
- The campus climate survey committee will be meeting to determine how to move forward with disseminating this information to the campus community
- Saw a 9.5% response rate as compared to a 3% response rate the first time the survey was given. This time incentives were given and it was promoted more heavily
- There was a concern about the phrasing of the gender question; there was discussion about adding a question which will be UCA specific to address this going forward
- The report will be made available on the Institutional Diversity and Inclusion website, but there will be opportunities to openly discuss it during open meetings/forums
- **Diversity & Inclusive Excellence Award** (Presented by Dr. Angela Webster)
 - The 2020 recipient was Dr. Amy Hawkins. The award was presented at the annual Convocation
 - The next nomination period begins in January
- **Diversity Key Performance Indicators** (Presented by Dr. Darshon Anderson)
 - The committee is working on selecting KPIs from the previous DSP report; can provide a better update later
- **Diversity Strategic Plan** (Presented by Dr. Jonathan Glenn)
 - The Diversity Strategic Plan reporting survey period will end 11/13/2020; 60% of respondents who requested links have yet to begin
- **IDI Grant Program** (Presented by Dr. Angela Webster)
 - Awarded 5 grants in the Fall and 5 in the Spring
 - No takers this Fall due to COVID-19 and the lack of travel among faculty
- **Immigrant Experience at UCA** (Presented by Dr. Angela Webster on behalf of Maria Negrete-Padron)
 - COVID halted their spring 2020 plans
 - Hoping to convene in spring 2021 to host an event for immigrant students, faculty, and staff to fellowship
- **Lactation Suites** (Presented by Dr. Angela Webster on behalf of Michelle Kepke)
 - The committee is checking on the following: a suite in Irby, a pod for the Farris Center, and a tent for nursing moms at football games
 - Working with BHCC to make individuals and organizations who rent space aware of the Lactation Suite in BHCC
 - Actions were delayed due to COVID-19
- **LGBTQ+ Advisory Committee** (Presented by Dr. Taine Duncan)
 - Have not been able to meet as a full committee due to COVID
 - Met with a subgroup to determine the group focus as:

- Improve/streamline communication
 - Explore inclusive healthcare
 - The practices for changing names across campus have been implemented
 - University Training has developed a handout explaining how to navigate this (**See Exhibit 1**)
 - Mr. Williams has asked Dr. Duncan to provide him with the recommendations so he can present them to Executive Staff
 - This fall, IDI co-hosted LGBTQ+ Welcome Meeting with the LGBTQ+ Advisory committee
- **Political & Religious Acceptance at UCA** (Presented by Charlotte Strickland)
 - A handout was presented with upcoming events related to this topic (**See Exhibit 2**)
 - Discussed the topic of the diversity of ideas; Recommended TED Talks- The Radical Act of Choosing Common Ground by Nisha Anand; How to Disagree Productively and Find Common Ground by Julia Dhar
- **STAR- Strategies Targeting Academic Representation** (Presented by Dr. Angela Webster)
 - Over the summer, we hosted an Inclusive Community. Inclusive Excellence session to make the campus aware of the different offices that work with students regarding diversity
 - This fall, we hosted another *Navigating Diversity in Search Committees* session
 - We are running the Minority Faculty Mentoring Initiative (MFMI) again. This academic year, we have 8 faculty mentoring/protégé pairs.
 - This fall, we hosted another Inclusive Community. Inclusive Excellence session titled *The Journey to Racial Identities*
 - In the spring, we will host a session titled *Exploring UCA's Demographic Data* on March 2, 2021 from 1:00 to 3:00 p.m. on Zoom. The types of data to be presented are as follows:
 - Diversity Ledger – students, faculty, and staff by demographics
 - faculty demographics by college and department, gender, and faculty rank
 - retention/graduation rates by race/ethnicity and gender
 - G2C data – DWFY courses and pass rates by demographic
 - Key enrollment management data
 - Leadership demographic data of Executive Staff, AP, AVP, Deans, Directors/Department Heads, and Chairs
 - 2020 Campus Climate Survey highlights

V. New Business:

- New subcommittee recommendations
 - Community Policing

- IDI and the Athletics Social Justice committee co-hosted a Community Policing at UCA event this fall
- Students of color continue to express concerns about UCA PD
- The Community Policing subcommittee will exist to examine community policing at UCA, to seek optimal outcomes, to offer community education, and to make recommendations, as needed.
- **There was a motion by Jonathan Glenn and seconded by Joanna Warren to add this subcommittee. The motion was approved unanimously.**
- Belonging Among Online, Commuter, and Nontraditional Students
 - Based on the results of the Campus Climate Survey, this new subcommittee was recommended to examine the impact of the UCA climate on online, commuter, and nontraditional students, seek optimal outcomes, offer community education, and make recommendations, as needed
 - **There was a motion by Jonathan Glenn and seconded by Joanna Warren to add this subcommittee. The motion was approved unanimously.**
- Subcommittee Sign-up (Presented by Dr. Angela Webster)
 - We are encouraging everyone to sign up for at least one subcommittee. That is where the work is done and change is made
 - We will send a list of the committees and their purposes to everyone and you can make Dr. Angela aware of the subcommittee on which you'd like to serve.
 - Also remember that each subcommittee will be submitting a brief annual report of its activities, which is consistent with other University committees

VI. For the Good of the Order

- All DAC members are invited to attend the March 2nd session on *Exploring UCA's Demographic Data*
 - Following this session, we will be more informed about departments to collaborate with to review and study policies and practices (Dr. Angela Webster)
- Board chair Maltbia used \$15,000 of his Board funding for Diversity Initiatives (VP Williams and Dr. Angela Webster)

VII: Calendar: Next Meeting

Denicha Kemp will send out a Doodle poll regarding the next meeting for early in the spring.

VIII: Adjournment

The meeting was adjourned at 2:13 p.m.