

April 11, 2024 | 10:00 a.m. Minutes

I. Call to Order: Dr. Angela Webster called the meeting to order at 10:00 a.m.

II. Roll Call

Members Present:

Alison Taylor, Elizabeth Smith, Emily Hall, Evan Faidley, Krista Peppers, Millie Goins, Nadia Esliner, Robin Williamson, Steven Schalchter

Ex-Officio: Bridget Fortenberry, Jacob Held, Charlotte Strickland, Angela Webster

Special Guests & Additional Subcommittee Members:

Angela Jackson, Chris Craun, John Merguie, Lyn Gayfield, Maria Negrete Padron, Nicole Sumner, Taine Duncan

Members Absent:

Brentlee Wilkins, Cindy Lea, Jessie Taylor, Jim Rankin, Lara Davis, Maddie Welborn, Shawanna Rodgers, Veneta Fricks

III. Acknowledgement of Approval of Previous Meeting Minutes

The minutes were approved via email on 12/15/23.

IV. Discussion on Subcommittee Reports

The subcommittee reports are attached in Exhibit A.

- Belonging Among Commuter, Nontraditional, and Online Students
- Black Men's Experience at UCA
- Community Policing
- Diversity, Belonging, Inclusion, & Equity (DBIE) Award
- Diversity Strategic Plan
- IDI Grant Program
- Immigrant Experience at UCA
- Lactation Suites
- LGBTQ+ Advisory
- Minority & Women-Owned Vendor Partnership Initiative
- Policy / Program / Office Review Working Group
- Strategies Targeting Academic Representation

V. DBIE at UCA

2023 Campus Climate Survey Results – Dr. Robin Williamson

- The Campus Climate Survey (CCS) has been administered by SkyFactor/Benchworks in 2016, 2018, 2020, 2021, and 2023 using the same questions each implementation. The survey used a seven-point Likert scale and open response questions to indicate the level of agreement to statements related to factors.
- **Faculty & Staff Survey**
 - There were 1,556 attempts with 475 completions for a 30.5% response rate for faculty and staff. 45% of these respondents identified as faculty.
 - The factors examined are perceptions of administration, campus environment, visibility, work environment, administrative policies, campus accessibility, campus safety, individual response to sexual assault, institutional response to sexual assault, personal attitudes and behaviors, and overall perceptions.
 - The goal is to have a 5.5 mean on all factors. All factors scored on the neutral or agree side of the continuum except visibility (5.28) and perceptions of administration (4.98). The top priority for improvement is perception of administration. Perceptions of institution and work environment are higher performing factors that have significant impact on overall perceptions.
 - Common themes from open ended responses include:
 - Train faculty and staff on how to have difficult conversations, identify and implement strategies to increase inclusion for all identities, improve facilities to be accessible, review pay and compensation.
 - Responses to the CCS include:
 - Built-in Physical Plant budget to replace & repair sidewalks.
 - Annual Campus Safe Walks to identify priority areas for outdoor lighting.
 - Safe@UCA app has mobile blue light and friend walk features.
 - Multiple events and training sessions are offered to help with having difficult conversations.
 - DBIE Week was created in response to CCS responses, the second DBIE Week was held in Fall 2023.
 - Q&A
 - What is the frequency of the CCS implementation?
 - This survey is administered every 3 years and will be rotated with the NSSE (National Survey of Student Engagement) and one yet to be determined survey.

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- The CCS was administered in 2020 and 2021 because President Davis wanted to see how our campus community was coping with COVID.
- **Student Survey**
 - 1,109 students responded to the survey. All factors scored on the agree side of the continuum. The goal is to have a 5.5 mean on all factors, and perceptions of peers is the only factor that did not meet that goal with a mean of 5.4. The top priority for improvement is perception of peers. Perceptions of faculty/staff, campus safety, perceptions of administration, and co-curricular environment are higher performing factors that have significant impact on overall perceptions.
 - Common themes from open ended questions include:
 - Improve/increase outdoor lighting, host more events that bring all students together, identify and implement ways to onboard non-traditional students, and train students on how to have difficult conversations.
- Infographic results of the Campus Climate Survey can be found at <https://uca.edu/diversity/campus-climate-survey-results/>

2022 – 2023 Diversity Strategic Plan Results – Dr. Angela Webster

- The Diversity Strategic Plan (DSP) Survey was open from 10/31/23 – 12/4/23. Liaisons from each division were asked to submit no more than 10 diversity, belonging, inclusion, or equity activities for their unit.
- Forty-eight individual units reported 123 activities, initiatives, or actions. The most reported goal was #2: Support. The most reported Key Performance Indicator (KPI) was #2.5: Community education and development initiatives focused on DBIE matters or populations.
- The total number of submissions trended down from previous years. Part of this is due to units and departments merging across campus. The DSP subcommittee will meet to address these changes before the next survey administration.
- The DSP history, goals, and KPIs can be found at <https://uca.edu/diversity/diversity-strategic-plan/>

VI. Unfinished Business

None

VII. New Business

None

VIII. Announcements

None

IX. Adjournment

The Fall DAC meeting will be scheduled soon.

DAC Subcommittee Reports
April 11, 2024

- **Belonging Among Commuter, Non-traditional, and Online Students**
 - Dr. Craun resigned as Chair of this subcommittee and expects the new Academic Director of the Minton Commuter College to join this committee in the Fall.
 - The Belonging survey report went to President Davis, and he was interested to use it as a starting point for identifying Non-Trad needs.
 - **New goals for the committee may include:**
 - Monitoring the roll-out of universal Learning Communities and the new FYS courses to see how Non-traditional students are being served.
 - Looking at how specific groups (nontraditional, on-line, and/or veteran students) are fitting into the new model.

- **Black Men's Experience at UCA (BMEC)**
 - The BMEC Report highlighting the 2017 and 2019 studies has been presented to the following bodies: the President's Cabinet, the Council of Deans, the Faculty Senate, the Staff Senate, and Athletics.
 - The report will be presented to the Council on Student Success later this month.
 - From these gatherings, new synergies and collaborations are being generated. Campus meetings are being held to explore collaborations.
 - After hiring an Assistant Director who, among other duties, will oversee Project X, the Diversity Office will review all the opportunities and create a strategic document to outline efforts and partnerships for execution.

- **Community Policing**
 - See *Exhibit B*

- **DBIE Award**
 - The committee received nominations.
 - The committee will convene to vote later this month.
 - The DBIE Award will be presented at the fall Convocation.

- **Diversity Strategic Plan**
 - The 2023 DSP reporting cycle was held between 10/31/2023 – 12/4/2023.
 - The committee gathered to review the 2022/2023 academic year reports. The outcomes are attached in *Exhibit C*.
 - Committee members will also examine DSP historical data, including the number of times each unit/department/college reported and the number of activities reported, to better understand the decrease in activities reported during 2022/2023.
 - In addition, the committee will streamline the DSP survey and the system to identify liaisons each year.

- The results have been placed on the diversity website at the following link:
<http://uca.edu/diversity/diversity-strategic-plan/>
- **IDI Grant Program**
 - The committee convened and agreed to partially fund many applicants. Through these grants, UCA members acquired tools and support that promoted DBIE initiatives.
 - The committee will meet to discuss the next grant applications later this month.
 - Information about the previous recipients, their work, and the grant program overall can be found, along with information about the most recent approved applicants here: <https://uca.edu/diversity/grant-program-awards/>
- **Immigrant Experience at UCA**
 - The sub-committee met via Zoom to plan an in-person program for International faculty and staff. After sending out the Google form, we only received one response. This is when we realized the list we received does not include all of those who could possibly identify as International faculty and staff members. Therefore, our plan for the upcoming semester is to better identify International faculty and staff in order to be able to connect and provide support to all.
- **Lactation Suites**
 - The Lactation Suites subcommittee is in the process of conducting a survey of restrooms and changing tables on campus. Twelve buildings have been assessed as of April 5. Seven of those buildings had at least one single-occupancy restroom, and four of those buildings had at least one changing table. The committee hopes to have a complete report by the fall meeting, please reach out to Lyn Gayfield at egayfield@uca.edu if you are interested in the details of this project.
- **LGBTQ+ Advisory**
 - Updates on name change processes, forms, and updates on website information for LGBTQ+ resources
 - Student, Faculty, and Staff Services updates: including, Affinity Group Meeting, Lavender Library as Academic Resource Center, Lavender Graduation, and Requests for Student Services Resources (including accessible meeting space, affirming clothing storage, etc.)
 - Updates to the CampusPride Index Report
 - Coordinating Calendar for events, services, speakers, courses, and activities
 - The following action items are currently in process:
 - We're each checking all the websites we currently use most frequently to search for outdated information, dead links, missing, or conflictual information.
 - We're making lists of information we'd like "consolidated"--that is, information where we'd like to see multiple topics reinforced the same

way on a few websites (i.e., in coordination with IDI, Lavender Library, and Gender Studies), and what additional information we've heard our constituencies wish was accessible (using the data from the SHARE study to help guide needed information, see *Exhibit D*).

- Members of the committee are submitting additional information for the Campus Pride Index Report, and we're in process of renewing our membership.
- The registrar's office is currently working on consolidating and updating name change form information.
- We're utilizing the Google Group for the Affinity Group.
- And we developed an overall calendar for Lavender Library Women's History Month events (See *Exhibit E*).

- **Minority & Women-Owned Vendor Partnership Initiative (MWVPI)**

- MWVPI Committee Activities to Date

2023-2024	Initiative	Status
New Partnership Development	Arkansas Economic Development Commission Minority and Women Business Enterprise Division Nabholz Construction	Completed
Name Change	MVPI updated its title to MWVPI to include Women as an acknowledgment of our service to women vendors and to be consistent with ACT 1080	Completed
Entrepreneurship Support	Minority and Women Business Enterprise Certification Workshop May 8, 2024 11:00 a.m. - 2:30 p.m. UCA Brewer-Hegeman Conference Center Partnership Initiative with AEDC and Nabholz	In Progress

- The MWVPI has streamlined its initiatives to focus on a niche opportunity to provide entrepreneurial support to minority, women, and service-disabled veterans through minority business certification preparation. MVWPI has partnered with AEDC and Nabholz to form an initiative to increase the number of MBE Certified vendors through this initiative.
- For more information about UCA’s Minority and Women Vendor Partnership Initiative, please visit <https://uca.edu/diversity/mvpi/> or email Dr. Kristy Carter at kcarter@uca.edu.

- **Policy Program Office Review**
 - The Policy/Program/Office Review Subcommittee met and discussed ideas and strategies to educate, inform, and empower hiring managers and search committees on inclusive hiring practices. Members of the subcommittee are working to combine resources and information into one place. We will then promote these materials across campus. We are also working on drafting an institutional plan proposal for talent recruitment strategies. The subcommittee will meet again in May to continue that conversation and work.

- **Strategies Targeting Academic Representation (STAR)**
 - The committee met to report on activities that were assigned at the 11.15.23 meeting.
 - More specifically, the committee continues to gather faculty data that will be reorganized into infographics to share with campus along with the availability of the Inclusive Hiring Series.
 - While the committee has outlined a dissemination plan, it will also solicit feedback from campus colleagues.
 - In addition, this committee will contribute to the recruitment plan that the Policy Review committee is crafting.

Exhibit B

2023 – 2024 UCA Police Department Outreach & Programming

July 2023:

- 07/24- SOAR @ 1430-1530 IDA WALDRAN (Hill)
- 07/05- Student Health Interview (1400-1445)
- 07/11- Student Health Interview (1400-1445)
- 07/12- Student Health Interview (1015-1100)
- 07/13- Student Health Interview (1000-1045)

August 2023:

- 08/03- Housing (1000-1100 Bear Hall)
- 08/08- Housing Community Policing 1100-1200 COB Auditorium
- 08/09- Christian Cafe Active Shooter Training 1100-1300 Student Center Ballroom
- 08/10- 1015 Housing (Drug/Alcohol, welfare check, and search seizure procedure and policy)
- 08/16- HPER Active Shooter Training (1p-4p) SIM request (Email Agenda)
- 08/18- Global Speaking Engagement International Students 3:30-4:00 McCaslin BallRoom
- 08/17- New Student Orientation Brewer Higmen 112/114 2:30
- 08/19- Move In Day (0700-1700)
- 08/21- Lunch on the Lawn (Irby lawn 1200-1330)
- 08/21- National Sweet Tea Day (Student Center Entrance 1500-1600)
- 08/22- Student Job Fair (Student Center 204 @ 0930 setup 10-12 event)
- 08/22- Rainbow Lunch with LBGQT Freshman (Noon at the Pavillion)
- 08/23- Dos Don'ts Donuts (Student Center Ballroom 0900-1000)
- 08/23- Conway Daze (1400-1700)
- 08/23- Pep Rally and Football Scrimmage (Estes Stadium) 1800-1930
- 08/23- Rock the Lawn (2000-2200) Arkansas Hall
- 08/27- College Days
- 08/28- Self Defense class RWSC room 215 @ 5pm
- 08/28- Mentor Hill Transitions week (Ronnie Williams SC Room 205 6p-8p)
- 08/29- Greek Expo (6pm Ida Waldran)
- 08/31- Introduction to Police and Society (Irby 202 12:15)

September 2023:

- 09/05- Police and Housing Dinner Social (Bear Village storm shelter)
- 09/06- Self Defense with Stunt Team (Student Center @ 6)
- 09/09- Home Game (Outreach Tent) @ 6PM
- 09/12- Speak with Dr. Neil music class at 1215 regarding active shooter (Snow Fine rm 131)
- 09/14- Speak about situational awareness and weather awareness during X-Period
- 09/22- Speak with Dr. Norvell's Intro to criminology class. 0800 & 1000
- 09/21- Break for Bears Campaign (0800)
- 09/23- Home Game (Outreach Tent)

Exhibit B

- 09/21-11/19: Ride alongs for police and society Thurs. Friday & Saturday night 9p-1a
- 09/28- Mock Physical and Written Exam Irby Hall 315 @ 1800

October 2023:

- 10/03- DBIE FAIR (Student Center Lawn XPeriod)
- 10/07- Home Game Family Day @ 4PM (Outreach Tent)
- 10/08- Faith and Blue Weekend @ 1230
- 10/11- David Greene (Speak about PD and what we do) @ 1615 PD
- 10/12 PRIDE Walk (X Period Pavillion)
- 10/12- Hispanic Heritage Month (Ice Cream/Popsicles on the lawn alumni circle)
- 10/12- Alcohol Awareness with Real Beauty SC @ 6pm Room 213
- 10/14- Home Game @ 4 PM (Outreach Tent)
- 10/16- ShakeOut EarthQuake Drill (1016 am)
- 10/16- Protecting Me, Myself, and I Self Defense w/ Ladies of Excellence @ 6pm-730pm
- 10/16-10/17- Human Trafficking Summit (State House Convention)
- 10/18-19: Sexual Assault Training CJI (0800-500)
- 10/23- Fall Fest (HPER parking lot)
- 10/25- Christian Ministries Self Defense Class @ 6pm 1919 South Blvd.
- 10/27- Homecoming Step Show (630 Farris Center)
- 10/28- Homecoming 4 PM (Outreach Tent)
- 10/28- Drug Take Back Event (0800 @ UCAPD)
- 10/30- Self Defense with Beta Sigma Frat. student center @ 614 pm
- 10/31- Trunk or Treat @ 530 (President's House)

November 2023:

- 11/09- Share a Bear Set up (UCAPD Police and Society)
- 11/11- Home Football Game (Outreach Tent 1030am)
- 11/13- Open Sourcing Popular Apps Webinar (0930-1630 Chiefs office)
- 11/14- Speak with students regarding Sex Trafficking Project (1100 UCAPD)
- 11/15- Open Sourcing Popular Apps FBI (1430-1700 UCAPD Training room)
- 11/16- Special Olympics Fall Games (softball complex setup)
- 11/16- Mental Health Training (Student Health 0900-1200 RWSC 205)
- 11/17- Special Olympics Fall Games (opening ceremony & dance @ 7pm)
- 11/17- Mental Health Training (Student Health 0900-1200 RWSC 205)
- 11/18- Special Olympics Fall Games (softball complex)
- 11/28- Alpha Phi Alpha Bone Crusher Self Defense Class (5-9pm RWSC 223)
- 11/30- Speak about alcohol awareness with Health & Wellness class @ 0925) Meagan Atchison
- *Drunk Goggles check out through (Venita Fricks)

December 2023:

- 12/05- Post Physical Test Police and Society
- 12/09- Holiday Police Event @ 1830 1405 Robins Street
- 12/12- UCA Safe Walk 1700
- 12/13- President's Breakfast

Exhibit B

- 12/13- Cultural Elements Training (0900-1600 COB)
- 12/13-12/15: Mental Health First Aid Instructor Training
- 12/16- Department Christmas Party @ 1800 (Buffalo Alumni)

January 2024:

- 01/09- Housing New Hire Winter Refresher Training 2:45
- 01/24- Self Defense Class (Carmichael Hall @ 6pm)
- 01/25- MLK Peace Walk (X Period)
- 01/31- Coaching Circle Diversity Service Project (200-300 BHCC 103)

February 2024:

- 02/06- UCA Magazine Feature for Outreach (UCAPD @ 1300)
- 02/13- International Global Welcome (5p-6p Fireplace Room)
- 02/07- Speak with Dr. Norvell's class (Criminology Irby 315 @ 1300)
- 02/13- MHFA Instructor Create a Course Training (2pm zoom)
- 02/15- Celebrating Black History Month Poetry Workshop (1330 RWSC Ballroom)
- 02/20- UCA African American Faculty Check In (Brewer Hegeman Room 101 @ 1340)
- 02/21- Mental Health in America Tips and Strategies (RWSC 215 @ 12)
- 02/28- Coaching Circle (BHCC 103)

March 2024:

- 03/07- Safe Spring Break Well Palooza (1100-1400 Hyper)
- 03/11 Womens Month Biographies (Carmichael Hall @ 1400)
- 03/20 Sexual Assault Prevention @ 1300 Zoom Webinar
- 03/14- Alcohol Awareness Prevention @ Bernard Residential Hall 1700
- 03/14 Mario Kart Drunk Driving Alcohol Awareness (1800 Carmichael Hall)
- 03/26- CERT training with Carol Basic Traffic Control Safety (BHCC Room 101 @ 1500)
- 03/27- Coaching Circle @ 1400 (BHCC 103)
- 03/28- March Madness @ Stadium Park 1900

April 2024:

- 04/02- Book Biographies Orientation (Zoom at 1340)
- 04/04- Eclipse Kick Off (1300 @ Estes Stadium Park)
- 04/08- Total Eclipse Family Day (LAWN)
- 04/09- MHFA Webinar @ 1400 Zoom
- 04/19- Community Helpers Week (Child Study @ 10)
- 04/11- Bear Biographies 12-4 McCastlain Ballroom
- 04/15- Minority Graduation Celebration (1700)
- 04/16- American Exchange Project (Pie Face @ 1100 Old Main)
- 04/16- Sexual Assault Training (Mashburn 116 1300-1600)
- 04/17- Career Fair (RWSS @ 1100)
- 04/18- Sexual Assault Training (Mashburn 116 1300-1600)
- 04/24- Coaching Circle @ 1400 (BHCC 103)
- 04/24- Bear Biz Point Patrol (1430-1500 Bear Hall)
- 04/25- Bear Biz Point Patrol (1300-1500 Bear Hall)
- 04/29- Active Shooter Meeting (HPER 1300-1400)

Exhibit B

- 04/30- PLACET Law Enforcement Conference

May 2024:

- 05/01-05/05: PLACET Law Enforcement Conference
- 05/04- GRADUATION
- 05/21- Tactical Range (1300-1700)



Goal 1: Recruitment and Retention

We actively pursue and seek to retain a diversified student body, faculty, and staff

Goal 2: Support

We maintain the highest academic quality and ensure that our programs remain innovative and responsive to the ever-changing and diverse needs of those we serve

Goal 3: Knowledge

We seek to enhance interaction and understanding among diverse groups and cultivate enriched learning opportunities in a global community

48

DIFFERENT UNITS

123

ACTIVITIES, INITIATIVES, OR ACTIONS

MOST REPORTED GOAL #2 - SUPPORT

MOST REPORTED KPI 2.5

COMMUNITY EDUCATION AND DEVELOPMENT INITIATIVES
FOCUSED ON DBIE MATTERS OR POPULATIONS

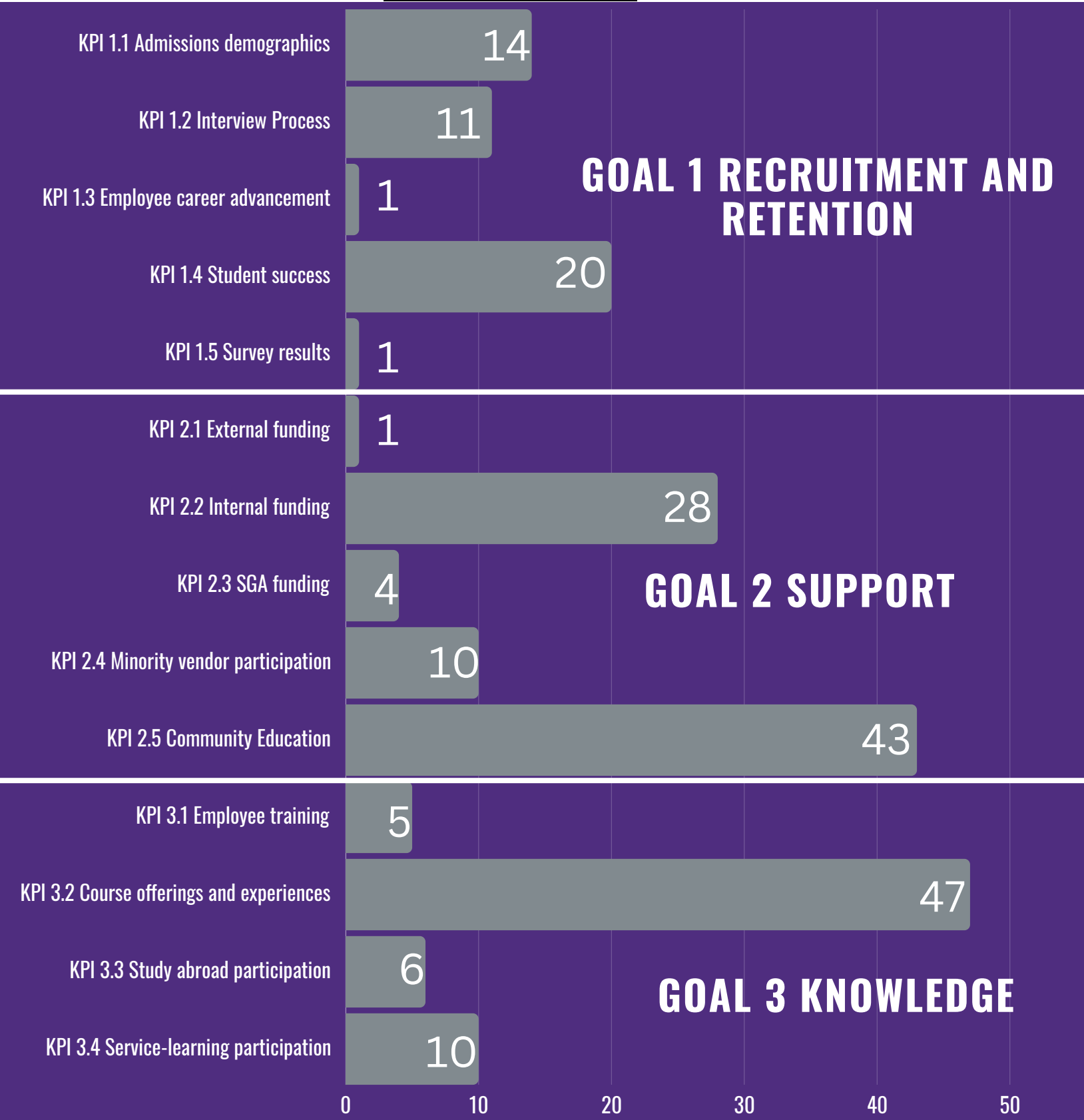


Exhibit C

UNIVERSITY OF
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DIVERSITY STRATEGIC PLAN REPORT 2022-2023

KPIS BY GOAL





Most Reported Goal

#2 Support

We maintain the highest academic quality and ensure that our programs remain innovative and responsive to the ever-changing and diverse needs of those we serve

Most Reported KPI

#2.5

Community education and development initiatives focused on DBIE matters or populations



The **Student Health Adjustment & Relationship Experiences (SHARE) study**, led by Dr. Katie M. Edwards (katie.edwards@unl.edu) and Dr. Heather Littleton (hlittle@uccs.edu), surveyed over 11,000 students and 4,000 faculty, staff and campus administrators from 18 public universities across the U.S. The project evaluated a new sexual stigma model for intimate partner violence risk and examines the relation between LGBTQ+ college students' experiences of stigma along with social, emotional, psychological, and behavioral factors that may increase risk for IPV.

TERMINOLOGY

Campus Climate	Measured by the Campus Pride Index . Evaluates the existence of inclusive LGBTQ+ policies, practices, and resources within higher education
Self-Stigma	LGBTQ+ students' negative attitudes and internalized shame regarding their identity
Identity Concealment	The extent to which LGBTQ+ students are not out to people on and off campus
On Campus Social Support	LGBTQ+ students' level of peer support on their campus
Hazardous Drinking	Pattern of alcohol use that places students at risk for adverse health outcomes
Affective Symptoms	Symptoms of depression and anxiety, as well as emotion regulation difficulties
Intimate Partner Violence (IPV)	Psychological, physical, sexual, coercive control victimization and perpetration

WHAT WE FOUND

An accepting campus climate for LGBTQ+ students characterized by inclusive policies and support structures related to less self-stigma and identity concealment.

Self-stigma related to less on campus social support, and more hazardous drinking and affective symptoms.

Identity concealment related to less on campus social support and more affective symptoms.

Affective symptoms related to a higher likelihood of reports of IPV victimization.

Hazardous drinking related to a higher likelihood of reports of IPV victimization and perpetration.

Self-stigma related to hazardous drinking, which, in turn, related to a higher likelihood of IPV victimization and perpetration.

RECOMMENDATIONS

- Efforts are needed to enhance campus climate for LGBTQ+ students. This includes creating inclusive and safe campus environments for LGBTQ+ students and institute policies that reduce LGBTQ+ stigma and anti-LGBTQ+ attitudes and behaviors on campus.
- Affirming IPV prevention (to stop IPV before it begins) and response (promoting healing/recovery among IPV survivors) initiatives are needed for LGBTQ+ students. This includes efforts to reduce self-stigma in addition to evidence-based IPV prevention components (e.g., bystander intervention) and intervention (e.g., addressing affective symptoms and hazardous drinking) components.

This research was funded by the National Science Foundation under Grant #1823879. The findings and conclusions from this project are those of the authors and do not necessarily represent the official position of the National Science Foundation.

Exhibit E



LAVENDER
LIBRARY

University of Central Arkansas

March 2024

March 4: “Revisiting Authenticity” with denise donnell

5:00 PM An artist and former clergy, denise donnell has been re-doing her visual art in a process of self-reflection on her identity as a black woman, issues of faith, and issues of being seen and heard
ARK 259

March 7: “The ERA Then & Now” with Cindy Lea

1:40 PM A legal scholar's perspective on the history and future of the Equal Rights Amendment.
ARK 259

March 14: A Conversation with Rev. Sara Bayles Charlton

6:00 PM A graduate of UCA with degrees in political science, religious studies, women's studies, and honors interdisciplinary studies. She earned her Master of Divinity from Duke University Divinity School. Join us as she explores how critical feminist religious studies shapes the care she gives to her community
ARK 259

March 26: The Lavender Library Presents: Mark Thiedeman

7:00 PM Join us in Stanley Russ Hall 103 as Film Professor Mark Thiedeman premieres his short film on queer representation in media

uca.edu/llc/lavender-library



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