

Diversity & Inclusion Committee

FEBRUARY 24, 2022, MEETING #3 MINUTES

Attendees:

Kimberly Warfield; Ashley Turner; Erin Rider; Eric Johnson; Diane Best; Sidney Blaylock; Stacey Gill; Charlcie Van; Dr. Killingsworth

Key Theme: REFOCUS ON WHAT WE'VE BEEN DOING & HOW CAN WE MAKE IT BETTER 😊

- Meeting began at 10:05 am
- Review of prior meeting minutes
- Updates:

Collective groups provided updates as below:

- Hispanic/Faculty Staff-Lance & Arlene
 - No updates
- Asian/Pacific/Staff
 - no updates here as the group has not been active, will reach out to Yingqi Tang for updates
- LGBTQ+ Faculty/Staff- Ashley
 - No major updates, slow start since back for spring semester
 - March social in progress
- Women in Academia Support- Erin
 - Slow start to the semester also
 - Event scheduled for March 31, 2022, A Toast to Women event
- African American Faculty/Staff -Diane
 - Provided updates on mentoring conference
 - Updates on Black Student Union organization in progress with the mentoring of Hakeem Bennett by Drs. Gill & Best.
- **Brochure updates:**

A template for the brochure has been created, Eric/Arlene have contacted marketing about the brochure. Collectives have also sent in their descriptions to be place in the brochure/site. Per Eric PR has used the D and I office brochure to make sure they are similar in content.

Items Discussed: (No new items, due to timing of last meeting, we resumed the two items below:

- **Awards component for diverse faculty**
 - Committee agreed to work on a diverse faculty award to submit for review for the upcoming academic year. Dr. Turner shared resources pertaining to creating a diversity award, such as the *diversity champion award*, which would encompass a variety of characteristics for faculty/staff to be nominated.

- The committee will need to decide on the title of the award, perimeters of the award, the process, etc. Once this is formalized, we will submit to Mica Mecham and the faculty awards committee to review.
- **Faculty social event**
 - Committee members agreed to having a social event with faculty and staff before the end of the semester. It was suggested to possibly have one on and off campus for those who may prefer either setting.
 - Dr. Rider suggested a mixer style event on campus maybe in auditorium where we could invite administration, have an overview of the committee/purpose, and snacks/activity with those present.
 - Drs. Gill and Best suggested off campus style event, for example at Redbird where we can have coffee and snacks with some getting to know you type activities.
 - Mrs. Vann will check the availability of Leone Cole for planning in April for an on-campus event. Dr. Best will check at Redbird.
- **Drs. Warfield, Gill and Best provided an overview of information and resources noted from attending the International Mentoring Association Conference. Dr. Gill also gave an overview of a great networking opportunity with colleagues at the College of Charleston who have similar demographics for recruiting more minority students.**
- **Marketing of positions & recruiting areas, Search committee (diverse), Additional trainings for search committee members**
 - This will be ongoing to review for the committee this semester to ensure best practices are used in recruiting and hiring diverse faculty and staff.
 - Dr. Warfield mentioned the recent hired of two African Americans in leadership positions (Dr. Hoult and Dr. Williams-Harmon)

Action Items/Reminders:

1. *Work on finalizing committee brochure*
2. *Work on outline for our diverse faculty award*
3. *Plan activities and finalize location, date, and times for faculty social event*
4. *Will follow back up with updates to search committee & hiring processes*
5. *Attend any Safe Zone events if you can*
6. *Attend last Black History Month event if you can on Sunday, February 27, 2022@ 2pm*
7. *Women's History Month begins March 2*
8. **Next meeting: Thursday, March 31, 2022@ 10:00 a.m.**