

Diversity & Inclusion Committee

MARCH 31, 2022, MEETING #4 MINUTES

Attendees:

Kimberly Warfield; Erin Rider; Eric Johnson; Diane Best; Stacey Gill; Eric McCulley; Arlene Flores; Kimberly White

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

- Meeting began at 10:02 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
- LGBTQ+ Faculty/Staff- Ashley
 - No updates
- Women in Academia Support- Erin
 - Event scheduled for today March 31, 2022, A Toast to Women event @12pm HCL 10B
- African American Faculty/Staff -Diane
 - No updates
- **Brochure updates:**

A template for the brochure has been created, Eric/Arlene have contacted marketing about the brochure. We have reviewed and provided updates needed for marketing to finalize.

Items Discussed:

- **Recruitment & Hiring trainings**
 - Eric Johnson provided updates pertaining to recruitment and hiring initiatives. Recruitment is ongoing, but has noticed a variety of individuals applying for positions due to using the platform Inside Higher Ed. Concerns pertaining to search committee trainings & formalizing processes will be discussed with Provost Shelton.
 - 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 provided information reviewed from Mrs. Vann on recognizing new minority hires in the Diverse Issues in Higher Education publication and encouraged other areas/departments to submit their new hires for recognition in this resource.

- **Awards component for diverse faculty**
 - Dr. Turner shared a document to aid in the committee getting started on the award for review by faculty commons. We briefly discussed proposed name, eligibility, & criteria. Most committee members on the meeting today were in favor of the name: Equity and Empowerment Award, will provide to all for feedback as well as suggestions for eligibility.
- **Faculty social event**
 - *Mix and Mingle* is scheduled for Tuesday, April 12, 2022@ 1pm in the McClure Chapel.
 - Committee discussed activities to engage staff/faculty such as bingo, music trivia, uno, and speed networking to get to know faculty and staff in attendance.
 - We are working on obtaining funds for refreshments such as snack backs for those in attendance.
 - We also plan to provide giveaways for those in attendance such as swag bags and gift cards.

Action Items/Reminders:

1. *Finalize committee brochure*
2. *Finalize criteria and name for our diverse faculty award*
3. *Prepare for faculty social event (mix and mingle) getting info out to faculty & staff today so they will know about event (obtain swag for giveaway bags and snacks).*
4. **Next meeting: Thursday, April 21, 2022@ 10:00 a.m.**