

# Diversity & Inclusion Committee

APRIL 21, 2022, MEETING #4 MINUTES

## Attendees:

Kimberly Warfield; Erin Rider; Diane Best; Stacey Gill; Ashley Turner, Kim Westbrooks, & Charlcie Vann

**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
- LGBTQ+ Faculty/Staff- Ashley
  - Have met virtually to elect new officers for steering committee, working on budget to fund events such as Pride Parade
- Women in Academia Support- Erin
  - A Toast to Women event in March had a small turn out, committee working on other events to host and encourage higher participation
- African American Faculty/Staff -Diane
  - No updates
- **Brochure updates:**

Marketing is finalizing.

## Items Discussed:

- **Recruitment & Hiring trainings**
  - Concerns pertaining to search committee trainings & formalizing processes will be discussed with Provost Shelton and Deans per Eric Johnson.
  - Several members echoed the importance of prioritizing these trainings and reinforcements due to conversations and statements being made in committee and department meetings that are not favorable for candidates.
  - 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.
- **Awards component for diverse faculty**
  - Award parameters and other ideas are being collected from members before finalizing and submitting to Mica Mecham for consideration to be included in faculty awards next year.

- **Student success collaboration**
  - Dr. Tim King has reached out to the committee to solicit help and expertise to work with the student success office on improving enrollment and equitable outcomes for minority and marginalized students here at JSU. Will provide additional updates after the next meeting with him.
- **Juneteenth Celebration**
  - Mrs. Vann announced the Juneteenth celebration is in its planning phase to secure food, music, artists, participation from the D9 Greek organizations for the event.
- **Faculty social event**
  - Mix and mingle was a success! Great turnout and feedback from participants.
  - Members suggested possible themes for a fall mixer such as a Carnival theme and the possibility of doing this in conjunction with other departments.

**Action Items/Reminders:**

1. *Finalize committee brochure*
2. *Finalize criteria and name for our diverse faculty award*