

Diversity & Inclusion Committee

NOV. 30 MINUTES

Attendees:

Mr. Terry Casey; Kimberly Warfield; Ashley Turner; Eric McCulley; Arlene Flores-Brothers; Tierra Thatch; Sidney Blaylock; Lance Ingwersen; Erin Rider; Kim Westbrook; Eric Johnson; Kimberly White

- Meeting began at 8:32 a.m by Kim Warfield, with welcome.
- Mr. Terry Casey, VP of Student Affairs provided the committee the charge on behalf of President Killingsworth. The charge items for the year included:
 - Refocusing on weak areas (faculty & staff) with best opportunities and initiatives across campus
 - Focus on staff collectives and their ideas from Office of D & I (subcommittees)
 - Review [DEI strategic plan](#) as a focus and review to see if it aligns with [university strategic plan](#)
 - Review procedures to increase diversity applicants in pool for faculty and staff positions (all areas across campus)
 - Look at activities carried out at institution, what can we do better. Are we thinking about everyone?

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

- This includes: taking care of faculty & staff, do everyone feel welcome, what are some outlets, and don't forget to connect back to our students....
- We may continue the work done by other collectives, however someone from this year's committee should lead.
- There's no funding for faculty and staff initiatives, however we can piggyback of what is being done with student diversity and inclusion initiatives.
- Eric Johnson is creating a page via webservices to update the description and goals of each collective. This page will also provide updates as well as communication from each area.
- Each member present provided a brief introduction.
- Diversity and Inclusion office is now on the 1st floor in Angle Hall for easier accessibility to all.
- Each collective now has a current member as leader:
 - Hispanic/Faculty Staff-Lance & Arlene
 - Asian/Pacific/Staff- will email Hanrong Wang to provide updates
 - LGBTQ+ Faculty/Staff- Ashley
 - Women in Academia Support- Erin
 - African American Faculty/Staff -Diane
 - Disability Faculty/Staff-Eric Johnson

- Committee discussed creating a brochure/flyer and having a swag bag to aid in recruiting and welcoming new faculty staff. The brochure would provide an overview of diverse groups represented here at JSU!
- Discussed ways to broaden out advertisement for employment (higher ed, current subscriptions, chronicle, etc..)
- Arlene will begin working on the draft for our brochure
- It was brought before those present of our schedule meeting time, most agreed with meeting monthly. Will provide a follow up poll for next date and time.

Action Items:

1. Have all collective send an overview and goals of their group to Eric to upload to website.
2. Contact Hanrong to see if she would provide updates for the Asian/Pacific Faculty/Staff
3. Send poll for next date and best meeting time.