

## **Minutes – Inclusion and Diversity Committee Team Meeting**

**January 23, 2020**

**2:15 – 3:15**

- **Present: Nolan Esfeld, Judy Jacobs, Nicole Berger, Michelle Rutherford, Angie Maddy, Baudilio Hernandez, Elaine Simmons, Cheryl Brown, Abby Howe, Arlette Stratton, Jonathan Dietz, Samantha Their, Carol Murphy, Melissa Stevens**
- **Guests: Rita Thurber, Yuchen Wang Boswell, David DeVillier**

### **Notes for Minutes:**

- **Discussed Martin Luther King, Jr., displays, discussed with Arlette regarding participation at Ft. Riley.**
- **Abby Howe discussed Conversation Café, possibly breakout session option utilizing Zoom for remote participants.**
- **Two sessions, 3pm and 7pm, needed volunteers for 3PM session.**
- **SGA to help put the word out to students**
- **Utilize RAVE alerts**
- **Possibly advertise in Barton portal, may be easier to add in activities tab**
- **JD spoke about looking under student services**

**Guest: Yuchen Wang Boswell went to a conference and discussed highlights.**

- **Visual Identity – improve and develop visual identity. Distributed a handout. Synopsis: identify, assess and enhance existing resources aimed at retention, support, and success for under-represented groups (minorities, LGBTQ, non-traditional students, first-generation students and employees, veterans, etc.)**
- **Create a training program for students and employees (first 40 days tracking)**
- **Connect additional campus areas which support under-represented students, faculty and staff to the Inclusion and Diversity's webpages**
- **Community Connection (synopsis: expand marketing of programs and events to local community and diverse groups)**
  
- **Brandon S states updates sent to Sam will update website**

**Guest Rita Thurber: Discussed transgender appropriateness and LGBTQ inclusivity.**

- **One of the speeches at a recent conference was man/trans to woman that desired to be called whatever gender they preferred. To not do so is discriminatory.**
- **Discussed gender neutral restrooms on campus (5 on campus, 1 at Grandview).**
- **Discussed putting out the word on Jaime Abel's organization.**
- **Angie discussed how just a spark can change the culture and the cycle.**

**Angie Maddy discussed student climate survey, distributed a handout. Discussed discrimination and dissatisfaction with enrollment process. Talked about increasing survey participation by announcing in activities.**

**Guest David DeVillier discussed the heteronormative atmosphere on campus and in printed and visual material. Gave a demonstration involving VP Simmons. Brandon Steinert appreciated the comments and thanked David for making him more aware of how these campaigns can become more inclusive.**

- **Brandon stated, "Working with mascots can be cheesy". LOL**

**Cheryl Brown discussed and distributed a handout on micro aggressions/hidden bias information and/or training.**

**Discussed activities coming up for March, Women's History Month and Epilepsy Awareness.**

**April, Autism Awareness and Earth Day Activities.**

**Meeting Adjourned.**