

Members present: Nicole Berger, Melissa Stevens, David DeVillier, Samantha Their, Nolan Esfeld, Baudilio Hernandez, Judy Jacobs, Michelle Rutherford, Elaine Simmons, Carol Murphy

Informational items:

1. Team's Name changed from Inclusion and Diversity Team to Diversity, Equity, and Inclusion Tea. Our Charter has been revised to reflect the change. The website will be updated soon.
2. Microaggression information sent to all users in August. Several emails thanking us for the information.

Discussion Topics:

1. Because of COVID restrictions, Conversation Café and Mix It Up Lunch activities will not be held this semester.
2. Baudilio will be the lead on planning activities to highlight Hispanic Heritage month in September. The official dates are Sept 16 – Oct 15 when various Spanish speaking countries celebrate their independence. Baudilio reminded us that gatherings are hard and not really a good idea at this time. He is looking into a Virtual Celebration and using Social Media as a way to highlight the theme. The National Theme is "Be Proud of Your Past." He does have some posters and will send them to the print shop and post them over campus. A suggestion was also made to run videos during lunch in the Student Union or to have a movie night – maybe outside on the lawn or in the gym so that everyone could social distance yet still be celebrating together. David recommended utilizing Cougar Movies. That way the kids can watch from their dorm rooms. Baudilio said he would look into that and contact Jonathan. Samantha suggested that we highlight local Hispanic businesses. Make a list and share with students so they know where to go. Maybe see if they are running any specials for Hispanic Heritage Month. That list will be sent to Angie or Randy so that it can be distributed to the students.
3. David and Angie are working on plans for LGBT History month in October. David had spoken with Angie about a contact with the KU program. They will be visiting more about the variety of programs that KU does and will decide which one might be good for us. David is thinking of a "Introduction of what LGBTQ+ means" with a soft opening. Carol suggested doing some video clips on the TV. Krystal recommended Amanda Porter from Winfield who gives interactive presentations to help people become more knowledgeable and empathetic when it comes to LGBTQ rights/issues. David will check into this option.
4. The surveys for students and for employees regarding bias, planned for September, are on hold for now. The feedback from the surveys will be used to develop ideas for professional development and/or for the Team to develop plans for specific events/activities.

5. Elaine informed the Team that NISOD has an online conference in October. One of the topics is improving diversity, equity, and inclusion on college campuses. The Center is planning professional development for December.
6. Melissa is retiring as the Team's Recorder and we thank her for the work she has done for us since the Team began. David offered to take over as Recorder.
7. Upward Bound asked if the Team is interested in helping with the First Generation Day celebration on November 12th. They need help setting up and running a booth on the 12th. Nolan said this year they plan on doing short videos that are interviews with our first generation students.

Baudilio requested that emails of what help is needed and when the meetings will be ahead of time. He is willing to assist and so is David.

8. Nicole mentioned that in November is Veterans Day. Because of Covid & social distancing, we will not be doing a display this year but Sasha in the Print Shop has created some cards and we will be doing handwritten notes of appreciation. A Powerpoint is available for a streaming video.

Notes submitted by Cherish Robinson and Carol Murphy