

## FLITE Diversity Committee Meeting Minutes

Monday, October 18, 2010

Present: Fran Rosen, Mari Kermit-Canfield, Randall Schroeder, Emily Mitchell, Yuri Konovalov

- I. Filling Committee Positions
  - a. Mari was elected chair of the FLITE Diversity Committee for the coming year.
  - b. Emily agreed to continue as committee secretary for another year.
- II. Randall mentioned that the committee charge written last year was approved by the dean over the summer.
  - a. Emily will send a copy of the accepted version to all committee members.
  - b. The Automations Librarian has been spoken to about getting the new charge up on the website.
- III. Randall pointed out that the latest ARL SPEC Kit is called (and about) Diversity Plans and Programs.
  - a. Randall suggested that Mari, as new chair, take a look at the diversity activities of the ARL libraries included in the SPEC Kit.
  - b. Fran mentioned that SPEC Kits might be available online if the rest of us wanted to look, too.
    - i. Secretarial note: They're available online through the OPAC
- IV. Personal Librarians
  - a. Fran spoke of how she'd heard of other schools doing "Personal Librarian" programs where they assign a librarian to every incoming student, and the librarians contact each student personally.
    - i. Yale does this.
    - ii. Having student-faculty interaction outside of class improves retention rates.
  - b. Fran suggested that we might want to do a Personal Librarian program for at-risk students.
    - i. Fran suggested TIP students as a group to target.
    - ii. Mari thought it would be good to partner with OMSS or International Center, since they're in the building.
    - iii. Fran suggested considering low-income students as well as minority or international students.
    - iv. Randall mentioned that he'd been talking to OMSS about librarians working with their TOWERS (Teaching Others What Establishes Real Success) program, and suggested this might be a good program for the Diversity Committee to look into.
      1. Working with TOWERS would be more of a providing information literacy instruction thing than it would a Personal Librarian thing.
      2. There was some discussion over whether TOWERS students are really who the committee wants to target, since they've already been identified as being top students, and thus probably aren't at risk.

3. Randall suggested that despite all this it might be an easy way to get our foot in the door so we could follow up with Personal Librarians for other programs.
- c. Mari suggested we figure out which group we want to work with, and then see if they're interested.
    - i. We should aim to implement the program in Fall 2011.
    - ii. Fran volunteered to identify groups we might work with—TIPS, OMSS, TOWERS, etc.—and figure out how many students each would be, as well as who we would need to contact.
    - iii. At the next Diversity Team meeting we will prioritize Fran's list.
      1. If our top priority group(s) can't/won't participate, we'll move down the list.
      2. We should know by Spring 2011 what group we will be working with for the Fall semester.
- V. Fran reported on the Inclusion Council's activities.
- a. The Inclusion Council didn't meet over the summer.
  - b. At their October meeting, they discussed programs including:
    - i. Endangered Scholar Program (for bringing in faculty from parts of the world where they are considered to be endangered)
    - ii. Ferris Youth Initiative (for providing support to orphaned students or students aging out of foster care)
    - iii. Bringing films about diversity topics to campus along with their directors or stars.
    - iv. Mini-grants, which are available for diversity projects.
- VI. Items from last year
- a. Mari asked whether there were any projects/activities from last year that the committee wanted to be sure were carried forward.
    - i. Mari brought up diversity training for FLITE employees.
    - ii. Mari suggested the diversity-themed research guides.
      1. Last year she did guides on GLBT issues, women's issues, and *The Vagina Monologues*.
      2. Randall pointed out that in the SPEC Kit, two schools talked about how they reported on the diversity material in their collections, and suggested Mari read that.
      3. Mari suggested that we should have a guide for each of the major minority populations at Ferris.
        - a. Randall suggested that we stick to campus events and official days, weeks, and months (like Black History Month, etc.)
        - b. Mari replied that we should make a list of such events.
          - i. At our next meeting, we will choose events and assign them to committee members to create guides for.