

FLITE Diversity Committee meeting minutes

Monday, January 10, 2011

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

- I. News
  - a. Randall mentioned a speaker that was recommended to him: Tricia Rose, who speaks on why post-racial America is a myth. She has DVDs we might be able to get for use in staff training.
  - b. Fran had nothing to report from the Inclusion Council.
- II. Diversity mini-grants
  - a. Diversity and Inclusion is offering mini-grants of up to \$5000 to people at Ferris to fund things that “strengthen excellence in diversity and inclusion” ([their site](#)).
    - i. Fran is chairing the committee awarding the grants.
  - b. Mari suggested that we apply for such a mini-grant, and use the money to pay the overtime that would be necessary in order to have staff members come to the training.
    - i. Mari talked to Warren Hills about what program he thought would best meet FLITE’s needs for a diversity training program. He recommended a new program that David Pilgrim is running.
      1. The program is Ouch! That Stereotype Hurts. It consists of a video followed by moderated discussion.
      2. Fran mentioned that the video that goes with this program is online. (<http://www.ouch-video.com/>)
      3. Since David Pilgrim runs this program, we would be “in house” and not have to pay for it.
    - ii. We would need to run the program twice to make sure everyone had an opportunity to attend.
      1. Mari thought that running it once in the morning and once in the evening would probably be our best bet.
    - iii. A major concern was whether anyone would come if it weren’t required, and whether staff contracts will allow staff members to be required to attend. (Faculty cannot be forced to attend.)
      1. Randall mentioned the Active Shooter video as a precedent for required staff training.
      2. Fran thought that staff could probably be required to come, and if possible, they should be required to come; otherwise attendance will be low.
      3. Randall mentioned that Administrative Associates have a diversity component in their yearly evaluations, which is good incentive. CTs don’t have that requirement.
        - a. Randall thought we should go ahead and try to run the program anyway.

- iv. Fran recommended that we make our application very clear about who would be coming (and if it were required for those people).
  - 1. Randall asked if we would include student workers in this training.
    - a. The general consensus seemed to be that yes, we would include student workers.
      - i. Randall recommended that we provide food at the training as added incentive for the student workers to show up.
      - ii. He also thought that Mari should talk to Chris Jacobs about getting the student workers to come.
- v. Randall volunteered to bring up the idea for this training at the next FLAC meeting.
- vi. Fran recommended that Mari talk to David Pilgrim about how we should move this proposal forward.
- vii. Mari agreed that she will talk to David Pilgrim, and also mentioned that she was planning to talk to Dave Scott about figuring out an estimated cost for the overtime we would have to pay the staff members in order for them to attend.
- viii. Mari said that the application for the diversity mini-grants is due on January 28.
  - 1. Mari will fill out the application, and send it around for editing and approval.

### III. Personal Librarian Project

- a. Fran had sent around a proposal for the Personal Librarian Project to all FLITE DC members before the meeting. (See document at end of these minutes)
- b. Fran mentioned that the Ferris Youth Initiative had expressed interest in beginning this program before next fall, but they were very vague on specifics.
- c. Randall asked for clarification on how many international students there are, since that is the other group we were thinking of piloting this project with.
  - i. Fran thought there were about 70-80 international students, and that FLITE librarians probably wouldn't be working with the Intensive English students (who need a lot of help with English).
- d. Yuri asked how much time commitment this project would be for the librarians involved.
  - i. Fran said she envisioned it being something like checking in with all your students once a month.
  - ii. At other schools that ran this program, only about 10% of students responded to such messages
- e. Fran asked whether we should consider piloting this project with a small, core group of librarians.
  - i. Randall suggested we wait to determine the number of librarians until we've figured out how many students there will be.
- f. Mari asked if our next move should be to take this to the Librarians Meeting.
  - i. Randall and Fran agreed that we should talk to Piram Prakasam (Director of the Office of International Education) before we go to the Librarians Meeting.

1. Fran and Mari will talk to Piram, probably sometime next week.

IV. Diversity Research Guides progress report

- a. Yuri completed the Globalization research guide.
- b. Fran completed the AIDS research guide.
- c. Emily is nearly done with the Environmental Awareness Month guide.
  - i. She would appreciate it if someone could check to see if EBSCO's GreenFile database works for them off campus.
    - 1. Mari said she would check.
- d. Emily is nearly done with the Asian-Pacific Heritage Month guide, but needs to look it over again before she publishes it.
- e. Mari finished the Irish Heritage Month guide.
- f. Mari finished the Domestic Violence, GLBTQ, Vagina Monologues, and Take Back the Night research guides. She thought they could be packaged together somehow.
- g. Randall has been unable to begin work on his guides, but hopes to have time soon.
  - i. Mari said she will start the Black History Month guide, and Randall can take over it when his Reorganization Steering Committee work is over.

V. Other

- a. Mari and Randall will both be reading at the Martin Luther King, Jr. in-service.

## Personal Librarians for International Students – a Proposal

Some academic librarians have begun to assign students a “Personal Librarian.” This is an initiative designed to better integrate the library into student life, provide more immediate library services to students, and make the library and the university a more welcoming and learning-centered place. News reports in Fall 2010 noted that Drexel University now assigns each of the school’s 2750 entering freshmen to a librarian. There are reports of other libraries that already have such a program (Yale, University of Richmond, Wilson College) and of other libraries that started such a program in Fall 2010 (Wesleyan (CT), Barnard, etc.)

The FLITE Diversity Team proposes that we work with the Office for International Education to provide a Personal Librarian for each International Student at Ferris. Personal librarians would be introduced to students as part of the Orientation program for International Students. This could be combined with a tour of the library. Each student will meet her (or his) librarian. Following the initial meeting, the Personal Librarian will contact the student once a month to check in and see if she needs library assistance. This program will start in Fall 2011 and we will do an assessment at the end of Spring semester 2012.

FLITE librarians who take part in this program will be encouraged, but not required, to attend OIE activities for students to get to know the students better. These include discussion sessions, potlucks, the community connection coffee events, etc.

Some of our International students are here for an Intensive English program and may not be ready, at least initially, to understand the role of a Personal Librarian, and may have limited need for library services. This will be a point for discussion with the OIE, and perhaps those students will not be assigned a Personal librarian until they have finished the Intensive English program.