

FLITE Diversity Committee meeting minutes

Wednesday, October 12, 2011

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

- I. Previous business - Membership
  - a. Mari had said previously that she would send out an email asking for librarian and staff volunteers to serve on the Diversity Committee this year, but forgot to do so.
  - b. Mari will send out an email today asking for volunteers to serve on the Diversity Committee.
- II. New Business – Ouch! follow-up training
  - a. Our grant proposal said we would have a follow-up session to Ouch! approximately one month after Ouch! training took place.
  - b. Fran, Leah, Randall, and Mari met prior to this meeting to discuss logistics of this follow-up session.
    - i. They decided to hold it on Thursday, October 20, immediately following that day's All-FLITE meeting.
    - ii. Andy Karafa has agreed to facilitate the session.
    - iii. Mari needs to check that Josie Van Avery booked the room for this event.
  - c. Leah agreed to send out an invitation to this follow-up session to all FLITE employees (including only those students who attended the first session).
  - d. We do still have funding for food for this follow-up.
    - i. Mari will talk to Josie Van Avery about ordering Peppers sandwiches for the session.
  - e. We don't have funding to pay student employees to attend.
    - i. Leah said FLITE can cover the cost of any student employees who wish to attend.
  - f. The plan is to ask people if they've had experiences where Ouch! training applied.
    - i. Leah suggested that we briefly review the Ouch! content before asking for stories.
      1. Fran agreed to photocopy some small slips that have six Ouch! principles printed on them, and bring those to pass out to attendees.
      2. Fran also agreed to go over the Ouch! principles very briefly at the start of the session.
    - ii. We'll have some prepared stories ready to go as examples or if no one is willing to speak.
      1. Stories should be about interactions with students or non-FLITE employees, to avoid unpleasantness.
      2. Dave Scott, Kristy Motz, and Lyle Mourer probably all have stories they'd be willing to share. Helen Sobers and Lingfei Xu have a hiring story they might be willing to share, too.
      3. Fran, Mari, and Emily all have stories they could share.

- iii. Randall suggested we might also be interested in stories that deal with accusations of prejudice when in truth other issues were the problem. Randall has a story like that.
- iv. Andy Karafa has been asked to keep the discussion on topic, and he's been told that we'll seed some stories to get things moving.
  - 1. Mari said she will call Andy to make sure we're on the same page about details of the session.
  - 2. There are Ouch! facilitator training materials online if Andy wants to look at them.
- g. We will pass out Ouch! evaluation slips for everyone to fill out.
  - i. If we pass them out during the All-FLITE meeting, we might be able to get responses even from people who can't or won't attend the follow-up session.
  - ii. The evaluation slip will probably have two questions, along the lines of: "What did you think of Ouch! Training?" and "What did you learn from it?"
    - 1. Fran suggested that having at least one question with a Likert scale would provide an easy means of responding for those who don't wish to write anything.
    - 2. Mari will write the evaluation form and send it around to the rest of the Diversity Committee to look over.