

FLITE Diversity Committee meeting minutes

Monday, December 12, 2012

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

1. Report on campus diversity goings on
 - a. Fran reminded the team that the campus-wide Inclusion Council has been disbanded.
 - b. Fran is now a member of the Senate Diversity Committee
 - c. Fran and Mischelle Stone are trying to get the union (FFA) to change wording on bereavement, sick, and tuition policies to be more inclusive.
 - i. Work is also being done to get the Senate to ask HR to make our bereavement policy more inclusive.
2. FLITE Diversity Committee Membership
 - a. Current committee charge requires FLITE's dean to appoint members.
 - b. Randall and Mari met with the dean about this, since two members were supposed to rotate off the committee months ago, and two more are due to go in the spring.
 - c. Scott is looking over the committee charge to decide his next step.
 - i. He is considering the possibility of asking FLITE's building partners to join the committee.
3. FLITE Diversity Team Annual Report
 - a. Things we've done in the past year that can be included:
 - i. Working with Beyond
 1. FLITE hosted a Silk Road display case
 2. FLITE hosted all the Silk Road signs around our first and second floors
 3. FLITE created a diversity guide of Silk Road resources for students and faculty members
 - ii. Changing lower-level bathrooms to be gender neutral.
 1. The signs are up—this project is complete!
 - iii. Some Diversity Guides have been moved from LibData to LibGuides.
 - iv. Mari and Kristy did some classes for the Center for Latino Studies.
 - b. Future plans
 - i. Get Diversity Guides onto LibGuides
 1. Mari will talk to Chelsea Mitchell about migrating content over to the new system.
 - ii. Safe Place Training
 1. Mari will contact Michelle Richardson to see if FLITE can host a Safe Place Training.
 2. All FLITE faculty and staff will be encouraged to attend.
 - iii. Make sure that diversity is considered and addressed when the dean has us reexamine FLITE's mission and vision statements.
 - iv. Be involved in next year's Beyond project (possibly it's about Mythology)
 - v. Continue working with the Center for Latino Studies
 - vi. Examine committee membership

- c. Identifying challenges and potential solutions
 - i. Challenge: Finding meaningful tasks for the committee
 1. Possible solution: Consider bringing in building partners to join the committee.
 2. Other possible solution: Get more direction from Diversity & Inclusion Office.
 3. Other possible solution: Be more mindful of pulling in the Diversity Committee when opportunities come up in the day-to-day goings on at FLITE.
 - a. For example, when we worked to get access for visiting faculty from Turkey and China.