

Work Team Annual Report Worksheet

Work Team

FLITE Diversity Committee

Chair

Mari Kermit-Canfield

Date

4/27/17

Brief Narrative

In 1-2 paragraphs, please elaborate upon how the progress the work team has made in order to meet its goals over the past academic year.

The Diversity Committee was reinstated by Dean Scott Garrison in the 2016-17 fiscal year and has not yet completed its first year as an active committee. The group has experienced growing pains in terms of determining and maintaining reliable membership (particularly student members) and in determining committee goals with related projects. In many ways it would seem that the main goal of the committee this past year has been to decide upon such goals from a wide range of possibilities.

List of Activities, Projects; Relevance to Strategic Plan

Please include all major and minor activities and projects undertaken during the past academic year. For each, list the specific area of the strategic plan in which the activity or project has helped fulfill.

- Identify committee membership – **5.5**
- Identify related stakeholders throughout the university population – **5.5**
 - o OMSS
 - o Diversity and Inclusion Office
 - o Student Government
 - o Transgender student group
 - o MoSO
 - o Office of International Education
 - o Disability Services
 - o D-SAGA
- Discuss and identify potential committee projects – **5.5**
 - o Diversity research guides update
 - o Meditation, prayer, and reflection space installation – **2.5**

- “Safe Space” for minority student populations without their own dedicated space on university property (aka transgender, LGBTQ, students with abuse disorders, etc)
 - Targeted diversity-based materials collections
 - Advisory group formed and meeting held to determine appropriate location and materials needed to install a Meditation, prayer, and reflection space. Installation of an early low-impact version of the space should be possible in Summer 2017.
- **5.5**

Assessment

Please relate how the work team has assessed its activities.

As the committee has not yet been in existence for a full year, nor has it completed any major projects no assessment has been completed at this time.

Work Team Annual Report Worksheet

Work Team

FLITE Diversity and Inclusion Committee

Chair

Mari Kermit-Canfield

Date

4/12/18

Brief Narrative

In 1-2 paragraphs, please elaborate upon how the progress the work team has made in order to meet its goals over the past academic year.

The FLITE Diversity and Inclusion Committee met on several occasions over the past academic year. The committee had several difficulties listed below:

- 1) Finding and retaining members. This includes both student members who have complex schedules and FLITE employees who had varying perceptions of their roles, input, and effort on this committee.
- 2) Difficulty in agreement between committee members on a chosen focus for the committee's efforts.

List of Activities, Projects; Relevance to Strategic Plan

Please include all major and minor activities and projects undertaken during the past academic year. For each, list the specific area of the strategic plan in which the activity or project has helped fulfill.

The FLITE Diversity and Inclusion committee had one major success this past year which was the receipt of a Diversity Mini-Grant from the Ferris Diversity Office. The grant was a collaborative effort between FLITE Assessment Librarian Stacy Anderson, the FLITE Outreach Librarian David Scott, and members of the FLITE Diversity and Inclusion Committee. With funds from the mini grant an interactive art piece called Project I-Dentify was built and installed in FLITE's Information Commons. As members of the Ferris community interacted with the artwork the piece grew to represent our diverse yet overlapping population. The piece has been very well received and well publicized throughout the university.

Assessment

Please relate how the work team has assessed its activities.

Unfortunately I do not think that this year has been a particularly successful one for the FLITE Diversity and Inclusion Committee. While the committee's focus is on diversity the committee's charge requires specifically diverse members for the committee and it is difficult to recruit these members and then find reasonable times for meetings. Additionally members seem drawn to this committee with the perception that the committee may be used as a resource to choose and effect issues of personal interest at the university. I would suggest an addendum to the committee charge that this committee's work be tied directly to the diversity concepts listed in the Ferris Mission and Vision Statements or to the Strategic Goals of the Ferris Diversity Office.

However Project I-Dentify was tied to the goals of the Ferris Diversity Office and it was a very successful project. I would like to see other efforts like this from the FLITE Diversity and Inclusion Committee in the future. Project I-Dentify has both a formal survey being run by FLITE's Assessment Librarian (yet to be processed as the project has just been completed) and data from the project itself will be matched with datapoints from the Ferris Fact Book and other available demographic data.

Work Team Annual Report Worksheet

Work Team

Diversity & Inclusion Committee

Chair

Date

8/1/19

Brief Narrative

In 1-2 paragraphs, please elaborate upon how the progress the work team has made in order to meet its goals over the past academic year.

Advisory and Accountability Committee Statement:

Due to staffing changes and limited member resources as well as consideration for a team reconfiguration, this team was inactive for the 2018/2019 Academic Year with no activities to report. There is a general consensus of interest in reconstituting this team in 2019/2020 through the development of a new Charge, with team sponsor(s) initiating that activity.

List of Activities, Projects; Relevance to Strategic Plan

Please include all major and minor activities and projects undertaken during the past academic year. For each, list the specific area of the strategic plan in which the activity or project has helped fulfill.

Assessment

Please relate how the work team has assessed its activities.

Work Team Annual Report Worksheet

Work Team

Diversity & Inclusion Committee

Chair

Date

2/4/20 (Early Annual Report Submission)

Brief Narrative

In 1-2 paragraphs, please elaborate upon how the progress the work team has made in order to meet its goals over the past academic year.

Advisory and Accountability Committee Statement:

The Diversity & Inclusion Committee is no longer active and has no collective activity to report for the 2019/2020 Academic Year though diversity and inclusion measures have occurred FLITE-wide. Work to reconstitute this Committee was carried out in the 2019/2020 Academic Year and it was officially replaced by Committee to Facilitate Inclusion, Diversity, Equity, and the Accessibility of the Library (IDEAL) with the AAC acceptance of its Charge on 1/7/20 (see 2018/2019 AAC Annual Report Statement for more details).

AAC team page contents may be considered for long-term archiving.

List of Activities, Projects; Relevance to Strategic Plan

Please include all major and minor activities and projects undertaken during the past academic year. For each, list the specific area of the strategic plan in which the activity or project has helped fulfill.

Assessment

Please relate how the work team has assessed its activities.