

Diversity and Inclusion Committee

Meeting Minutes – February 19, 2019

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Student enrollment information from Jefferson Blackburn-Smith is forthcoming, as well as data for Otterbein faculty and staff.

Future goals for this working group will be discussed in the March meeting.

- ii. Action steps for hiring committees – Fitzgerald noted the hiring checklist will be available for each hiring department before posting a position.
 - i. There will be implicit bias training for the search committee before interviews are conducted -- currently, there is an Equity Advocate for faculty with HR and Academic Affairs.
 - ii. Departments are to provide various posting locations for candidates of diversity – this is an intentional practice which requires networking to build relationships.
 - iii. A commitment is necessary from all groups on campus.

III. Communication Will Elkins

In Will's absence, there was no report on this working group.

IV. Conversation and Events Kathryn Plank, James Prysock

- i. Common Hour on _____ – Plank noted two (2) dates have been set for spring events. The dates are March 20, 2019 and April 17, 2019, from 4:00 p.m. to 5:30 p.m., in Roush Hall/ Room 114. Titles for each event are, "Delving into Dialog: Tackling Difficult Topics through Effective, Meaningful Conversation", regarding productive conversation and will include future topics of discussion with quotes from the campus community and the public, and "Delving into Dialogue: Identity and Representation", which will focus on the performance industry, and aspects of identity and their influence.
- ii. Faculty hiring – Plank reported on a yearly conference where Ph.D./Academic Affairs candidates are invited to attend and build networking relationships at different levels in their respective departments at Otterbein. Equity Advocates are also meeting regularly for feedback to department goals regarding diversity.
- iii. Lynching Series – Prysock reported the Social Justice Ambassadors continue to facilitate the Unpacking Racial Terror in America Series. Remaining sessions are scheduled for March 18 and March 25, 7:30 p.m. to 8:30 p.m. in Roush Hall/Room 213. Topics may include the endurance of white supremacy and truth and reconciliation.

Other notes of interest:

Several students that participate in the OSJA (Office of Social justice & Activism) activities dined with Winona LaDuke, the Vernon L. Pack Distinguished Lecturer, and discussed how to be an ally, strategic activism, and relationship-building.

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conference for affiliation, and all three would share their common missions.

2. Traditionalist Plan –