



# MINUTES

## Diversity & Inclusion Advisory Committee

10/27/2020 8:00 AM | *Meeting called to order by* Chancellor Coreil

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### In Attendance

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Dr. Paul Coreil, Dr. John Rowan, Dr. Abbey Bain, Dr. Haywood Joiner, Dr. Shonu Nangia, Dr. Jessica Ringo, Dr. Cynthia Thomas, Deron Thaxton, Sheila Hudson, Daniel Manuel, Raymond Anderson, Monica Aguilera, Destiny Harrison, Chancey Slider

Guest: Ms. Bianca Clements, DOESE Counseling Intern

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### Dr. Thomas & Sheila Hudson called the meeting to order at 8:00 AM

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#### **Guest Speaker: Ms. Bianca Clements, DOESE Counseling Intern**

Ms. Clements was invited to join the committee today to discuss a series of group sessions that she recently held on campus for small groups of students regarding LSUA diversity and inclusion efforts. An email was sent to all students to encourage participation. Two small groups (6-7 students in attendance) met on campus and one online session was held (1 student in attendance). All sessions were extremely informative and overall positive. The first group was a younger student population and many of their experiences were focused on high school and community experiences. The second group consisted of several continuing students who focused mainly on their campus experiences. The third session consisted of one student who is in her fifth year at LSUA. The groups were very diverse and all felt comfortable with accessing the resources in place if they experience any issues regarding diversity and inclusion on our campus. It is possible that some of their perceptions have not yet been challenged and it is important for us to continue to inform and educate students on the importance of being accepting and inclusive. Some students commented that some campus groups seem like cliques and they don't always feel comfortable with the idea of being accepted or sometimes feel like an outsider. Some smaller ethnic groups on campus may feel underrepresented. Overall, the student feedback communicated that we have a very laid back and non-conflict environment on campus. We need to look at ways that we can continue to open the door for opportunities of discussion and expansion of knowledge on the subject. It is a good idea to explore ways to have some lectures on campus and continue outreach concerning active inclusion. I would like to do a follow up with groups and get more information from students as to how we can create more interest in attending diversity and inclusion discussions.

#### **Safe Space Workshop: Daniel Manuel**

We are hosting a workshop regarding LGBTQ support tomorrow on campus at 10:00am and 2:00pm for faculty and staff. Students are welcome to attend, but we hope to host a workshop more tailored towards students in the near future. We are also hosting a "Coming Out" event for students on the quad today from 10:00am-1:00pm.

**Non-Discrimination Statement:**

The committee reviewed the revised proposed non-discrimination statement and approved it.

**Director of Diversity & Inclusion Job Description:**

The committee reviewed the revised job description for the Director of Diversity & Inclusion position, made a few grammatical and structural changes, and has agreed to move forward with it. This position will report to the Provost and ultimately to the Chancellor. Dr. Thomas plans to send the description to HRM by the end of this week so that the position can be posted. Dr. Rowan will work on putting together a search committee to select candidates for the position and we hope to have a timeline for interviews soon.

**Campus-Wide Survey:**

The committee reviewed and gave some feedback regarding the employee survey. A statement about the nature of the survey and how the anonymous data will be used will be provided as well as a text box for feedback. We plan to encourage all department chairs and supervisors to encourage employees in their areas to submit the survey. We hope to have the survey sent out to all employees next week and are exploring ways to offer support and assistance to employees who may not have a computer such as using paper forms or having access to computer labs on campus. Dr. Thomas is also willing to provide support to any employees who have questions or need technical help with completing the survey. The Co-Chairs will continue to work on the student survey to bring before the committee soon and we hope to get it out to students in the near future so that we can collect vital feedback.

**Conclusion & Next Meeting:**

The committee will meet again on Tuesday, November 24<sup>th</sup> to discuss the current survey outcomes and the progress with hiring someone for the Director of Diversity and Inclusion position.

Respectfully submitted by Chancey Slider

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The next meeting will take place on Tuesday, November 24<sup>th</sup>.

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