



MINUTES

Diversity, Equity & Inclusion Leadership Team

10/31/2023 2:00 PM | *Meeting called to order by* Ms. Connie Cooper

In Attendance

Chair Connie Cooper, Ethan Lipsey, LaMonna Wallace, Cynthia Thomas, Robert Wright, and Joshua Perrodin.

The meeting was called to order at 2:00 PM

OoDEI Update

- Sisters Like Me: Black Girl Magic was a success with 122 in attendance. Thirty-four percent were LSUA and local High school students. Eight percent were LSUA faculty and staff. And, 58% were community members.
- The 30th Annual Black History Month Scholarship Luncheon is confirmed for February 1, 2024. Doors will open at 11:30am and the program will begin at 12pm. We will have ten sponsor tables. Sponsors will receive premium seating and their logo will featured on the program. Team members provided suggestions for making the event more special to highlight thirty years.
- Connie Cooper and Cheryl Bardales will take Safe Space training at LSU in December 2023. The information that they learn will be utilized to create Safe Space training for LSUA.
- Supporting the Office of Multicultural Affairs for International Education Week.

DEILT 2023-2024 Priorities Discussion and Update

- **Priority One-Diversity Roadmap:** Identified and agreed on a roadmap model. Resolved to use the data that we have access to on campus. The climate survey will not be repeated at this time. Alternatively, a cross section of campus stakeholders at various stages of their term at LSUA may be invited to participate in informal interviews so that the team can further identify information for development of the roadmap. The goal is to: (1) complete the first draft of the roadmap and submit it to the faculty and staff senates by April 2024, (2) submit the revised draft to the SLT by May 2024, and (3) if adopted by the SLT, ask the SLT for consideration to share the roadmap at the Fall 2024 Convocation.
- **Priority-Two Searches:** The university is developing a comprehensive hiring/search process document and will educate hiring managers and supervisors on the steps of the hiring process, when a search should be facilitated, and other information. The SLT was open to the idea of adding the CDO's signature to the LSUA Form Hire Memo Document. The DEILT will continue developing a Diversity Advocate Program which would train a pool of

staff and faculty who would serve on search committees on a rotating basis and that are not in their respective departments.

- **Priority Three-Affinity Groups:** The consensus was to determine which affinity groups may be needed on campus with an emphasis on sustainability. During discussion, the following campus populations were mentioned: Women, LGBTQ+ and Muslim. The DEILT will continue the conversation.

Old Business

- Cheryl Bardales will be asked to serve as co-chair of the DEILT.

New Business

- There was no new business.

Public/Guest Comments

- There were no public/guest comments.

The meeting adjourned at 3pm.

Respectfully Submitted by:
Connie Cooper, Chair

Next Meeting Date: November 9, 2023
