

CEAS Diversity and Inclusion Council
9/21/18 Meeting

- 1) **Call To Order:** 10:00 am
 - a) Attendees: CJ Witherspoon, Teri Reed, Nate Jorgensen, Andrea Grisell, Destini Cordner, Brittany Arthur, Whitney Gaskins, Eugene Rutz, Frank Gerner and Cheryl Dunn
- 2) Opening announcement:
 - a) All council members invited to Inclusive Excellence Workshop (flyers distributed by CJ)
- 3) **Action Team reports**
 - a) **Atmosphere** (Nate reporting per Allison)
 - i) Team had its first meeting
 - (1) Good discussion: one of the biggest concerns is about reporting structures and “know your rights” awareness.
 - (2) Committee will work on compiling resources for different audiences.
 - (3) Council members need to be educated as advocates to help fellow CEAS members navigate these systems
 - (4) This cant be just one person’s role/job: we all have responsibility.
 - ii) Book club for “Small Great Things” had first session. Second session is next Monday.
 - iii) New faculty orientation this year (Teri): includes active bystander training, trauma informed and empathetic response trainings approaches.
 - (1) Lori in student wellness is willing to tailor the content to apply more to our CEAS audiences.
 - (2) Include women’s center’s training in microaggressions
 - (3) Create college wide standard set of trainings for TAs and student employees.
 - iv) (Andrea, GSGA) GSGA officers have mandatory training; this would be a good opportunity to implement these other trainings that fill gaps in knowledge.
 - (1) All TAs are mandatory reporters as UC employees
 - b) **Metrics and Measurement** (Eugene)
 - i) Committee has requested additional guidance in identifying existing reports and data, then expanding from there.
 - (1) Where are these reports housed? Who has access?
 - ii) Discussion of all the surveys circulating throughout the college and year. When to best time it to get responses and avoid survey fatigue.
 - iii) We would need an external agency to execute it if we wanted honest and open focus groups.
 - iv) If we HAD focus groups, what do we ask? How to structure in a way that moves us forward with purpose and action steps, not a mound of unwieldy data.
 - v) 2014 campus wide survey: was that CEAS data ever analyzed, checked with a gaps analysis, and interpreted?
 - (1) CJ offered ideas from her time at UC Blue Ash to work from the 2014 survey.
 - c) **Support:**
 - i) Surveys with foresight and long term strategies are great and informative, but we would also like to work on items that can make impact NOW.
 - ii) What feedback can the council work on right now?
 - iii) We need to establish transparency and let people know who is collecting data and why.
 - d) **Training** (report sent from Tresha)
 - i) Continuation of Teri’s discussion above re: training

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- ii) Opportunities: LGBTQ+ will get new director sometime in the near future. Women's center will be a great partner to continue to cross promote programming.
 - (1) Brittany Arthur is hosting gender bias training for her classes, and the presenter is adapting content for CEAS relevant topics.
 - (2) "How to create an atmosphere of inclusion" training
 - (3) Equitable Hiring practices
- e) **Open discussion**
 - i) Question: supports for non-CEAS students in research or employment here?
 - ii) How to get tenured faculty involved:
 - (1) Got to faculty meetings
 - (2) Key step long term: get diversity included in tenure requirements.
 - (3) UC Vietnamese student association hosting a mid-autumn festival on Sept 29 at Zimmer hall, 5-9 pm.
 - (4) Question to ask all faculty you know: What would make participation on this council enjoyable/worthwhile?
 - iii) How can marketing team help promote this council, resources, and opportunities?
 - (1) Are D&I emails sent to all current students? If so, is the email messaging targeting them?
- f) **Meeting closed: 11:30 am**