

Diversity & Equity Committee

Meeting Minutes

October 14, 2022

Attendees: Galbino Salgado, Jennifer Houge, Shiree Bent, Sue Orchard, Nicole Faber, Ale Sanchez, Abbie Leavens, Shane Rivera, Alyssa Mayclin, Serena Murray, Chedrique Cheney

Old Business:

Rad Team:

The Rad team met, and the meeting went well. Reading material is Above the Well and the next meeting will be November 4th. Free online version through Colorado State University. Alyssa ordered 8 copies as well.

READ survey Discussion:

Comments were very concerning and bothersome about our work culture. Could a space be created for sharing and comments. Also to help create a systemic change and express feelings. Jennifer Houge volunteered to mediate this space.

How can we empower one another to make these changes if we hear concerning comments? Invite others to join this space. Too often it falls on minority groups to educate others. Inviting others to this space could help meet people where they are.

Identify the ways these comments oppose the strategic plan and bring to ELT, this will get leadership involved. If there was a student newspaper we could publish an editorial or a public letter to college trustees or campus as a whole. It could be helpful to have the message come from leadership. Any message will need to be clarified to ensure that people understand. We could issue a response to the survey to be published with the survey on the website and possibly add names to make us more visible. Possible sub committee to deal with this further.

Discussion on displaying flags:

Mark Gaither sent an email asking if all International Students home flags and the LGBTQ+ could be displayed in the student center. International Programs will be displaying flags in their area and we could possibly collaborate with the Multicultural Club. Shiree will contact Mark.

Discussion on Multicultural Visibility:

Plan to complete a visual audit—we want to include scientists of color and visual images and art that are multicultural. The Strategic Plan does have some funding for this, send requests to Sue for funds and we will need to directly tie to the Strategic Plan. Also include English and Spanish on displays, readerboards, and TVs without students having to ask. Ale volunteered to help with this. Ask different departments how they would like to be visible on campus.

Website:

Can we get pictures of actual students versus stock photos? Need to bring up marketing.
Can we possibly grab a photography student to take photos at events for extra credit?

Membership:

Three have stepped down and three have stepped back. We now have a student representative. We need to discuss the scope and vision of open meetings and we requested that Sarah Dreyfis return.