

**Florida Gulf Coast University  
Diversity and Inclusion Committee Meeting Highlights**

**Date:** December 20, 2017  
**Time:** 1:30-3:00 pm  
**Location:** EH 210

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- I. Recap/Recent Events
- II. Student Training/Information Sessions
  - a. Diversity and Inclusion Certificate Program  
Some 2018 Graduates completed the program. Always looking for sessions to add
  - b. HIV Awareness Soul Flower Fair  
Talked with a lot of students. Turned out to be a good event.
- III. Employee Training/Programs
  - a. New Employee Sexual Harassment Awareness and Prevention
    - 1. January 4, 2018 at 1:30 pm – Cohen Center. Open to everyone.
    - 2. January 16, 2018 at 10:30 am
    - 3. January 31, 2018 at 12:00pm
    - 4. February 9, 2018 at 1;30 pm

Questions: How do you feel we could institute and mandate Sexual Harassment Awareness and Prevention trainings?

Summary:

Currently available to new employees; twice a month for 1200-1300 employees/staff/students.

What would be a good approach to go thru the entire university to go thru the program?

P. Gunter would like to get a head of the program before mandated.

Currently available for online training.

Question: Are adjuncts required to take the training?

Two years ago, we had set up a system for responsible training.

Suggestion recap:

Faculty could do their retreats to do their training.

Request the deans to ask the adjuncts to attend those retreats.

Possibly an adjunct specialty group. Online suggestion for adjuncts.

Possibly video tape and create an interactive progress.

Please send your suggestions for managing this and to ensure that people take the mandatory program.

Question: As a manager, how do I hold my staff accountable?

For the Karen Michaels event, OIEC compiled a list that signed in at the event, and those that didn't attend that list was sent to the VP's and reported it to their direct reports.

The NEO program estimated to start January 2018. A catch all scheduled in November 2017. Their graduation was really nice.

#### IV. Tasks for Next Meeting

##### a. April Sexual Assault Awareness Month Activities

*It's On Us*

April 9, 2018 11-1 pm

Activities like a group is creating care packages for individuals for ACT on survivors of sexual assault. Students to write encouragement notes. Empty table for sexual assault victims. Walk in her shoes – footstep walk.

##### b. Take Back The Night

Thursday – 7:00-9:00 pm Library Lawn. A speaker

Candle ceremony; Student PoetTree; She Will Fade usually participates. We will have a new student to participate; possibly having housing giving electric candles in the windows /battery operated to do a blue out? Amy White is on our committee.

Decorate the Window contest. A lot of the shelters do not have purple. Possibly do a teal out in the windows.

Question: Does the human trafficking office participate?

Clothesline project – decorate the tee shirts

Considerations: The committee might be able to bring in a speaker although currently students are not enthused about more speakers. Especially around alcohol and sexual prevention. An outdoor speaker may be more appealing and better attended.

Presented a game show option “A Price Is Right”.

Conflict resolution day, we had music with poet tree.

October: We had movie screenings? Possibly check into technology to do a movie on the lawn. LSI or housing may have a screen? Please bring in ideas for sexual assault month.

Any concerns or events you need support:

Neal Wilkinson, Winonda LaDuke, an activist Feb 15, 2018

Showing awake video; Winona has produced another video and professors are showing in their classrooms from 1-3 pm/CC Ballroom

Question: Have you heard from students impacted from sexual harassment/act? In terms of feedback regarding the university not supporting them? Not at this time.

#### V. Equity report approved by board. The BOG dictates what we report. A trustee stated that we include those numbers. Possibly include the numbers in a separate report. We do a title ix report. They are there we just don't ask for the numbers.

Next Meeting: February 28, 2018