

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

Date: Wednesday, February 8, 2017  
Time: 1:30 PM – 3:00 PM  
Location: Edwards Hall 210

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I. Old Business/Recap

II. Subcommittee Reports

a. Diversity Certificate Program:

The committee is currently working on the graduation ceremony. The date has been scheduled: May 17, 2017 at CC 214. Plan to send an email to registered guests to attend ceremony. Currently registered 162. Currently working on compiling and organizing data of those that have completed the program.

b. Student Retention

The committee was in the process of creating a survey, however, found out that Dr. Vines, from PIP, already has a survey in place that contains most of the questions proposed by the Subcommittee. We will be utilizing that survey and focus on orientation to help get the word out to parents.

c. Marketing and Promotions:

We have several logos and would like to present them to the Committee today. A request for an open floor to vote on logos.

After the vote, the “circle” type logo was selected. The committee will work on getting the jpeg image and make it official throughout campus and social media. Question: Are we trademarking the logo? The committee will check with Deborah Wiltrott.

d. Technology

Diane sent around a story board. The committee is currently waiting on the website. Met with social media. We should ask other departments to promote our group since there are other accounts created. Only Instagram. No FB. Twitter has name only. HR has offered to collaborate with the committee to promote through their accounts. No snapchat.

III. Diversity and Inclusion Recommendations for Spring 2017

Precious Gunter and President Bradshaw met and he has replied to the committee’s recommendations:

Environmental Scan: At this time, we cannot do a proposal or environmental scan. Therefore, no approval or budget.

In our report, we have requested Karen Michaels, esq. to return and present two sessions of her Blurred Lines Workshop to Faculty and Staff. The President will suggest to cabinet that they encourage their staff to attend. The committee is waiting to hear confirmation from Karen Michaels for June 5 & 6 dates. One session for Management and the other for everyone else. The committee acknowledges that there may find it difficult for all faculty and staff to attend during those dates.

#### 5 Star Program and New Employee Orientation

We will focus on all new full time employees to attend. President Bradshaw wants more information on the numbers before agreeing. The onboarding is mandatory for all on the first day as it covers basic important information and benefits. The rest of the sessions are not mandatory. We currently offer 30-day, 60-day and 90-day and 180-day sessions. There are a total of 5 sessions. Each session includes speakers. The committee has found that upper management hires attend the first session but not the rest of the sessions. The committee will provide data for those that have already attended.

#### Diversity and Inclusion Committee Budget

The budget will be given to the VP and GC and her office will allocate to the OIEC. At the next meeting, we will need to itemize to determine appropriate amount to request.

#### RSO's and Greek Life Events

President asked about other SUS schools and what their training programs look like regarding Diversity and Inclusion. How their fraternal relationships are maintained?

Response: Out of the majority, we are one of the few that do not have a great program. Feel we are behind when it comes to this program. Ashton will provide documentation.

Committee members inquired about Committee Appointments. Presidential appointment is indefinite. If someone steps down, we can replace. President requested that if any Student steps down, that we replace with a student.

#### Minor.

The President did not approve this request. He is supportive of already using the current curriculum to award a diversity cord during graduation. Determine which courses and how many they need to take to receive the cord at graduation. Then, we can do a proposal after Faculty Senate has approved it.

#### Student Demands

The students sent another email to have another meeting on the 16<sup>th</sup> to follow up on their demands. Will provide an update after the meeting.

### IV. Recent Events/Updates

#### *Teach In*

February 9; EH 112; 4:30 pm

Try to pull a teach in about the Executive Order on Refugee Ban. Trying to get students and names to get testimonials. No set program just an open forum. University Police have been notified of event. This is part of the certificate program.

*Caribbean Slavery and the Movement for Reparations.* Dr. Foote will present.

*Dr. Bill Reynolds, Difficult Dialogues.* Lucas Center; This event is not just geared towards Faculty 12-1 pm

*Developing a student advisory committee:* February 12 from 12-1. Dean Yovanovich is planning to meet with Student Representative Stephanie Alcime and Sephora, from the Dean of Students Office.

Meeting Adjourned