

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

Date: Wednesday, November 9, 2016

Time: 1:30 PM – 3:00 PM

Location: Edwards Hall 210

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**President's Visit and Charge**

The meeting started with President Bradshaw addressing the Committee regarding the recent (race-related) events on campus. He thanked the Committee for their participation and commitment. The President addressed the recent student protest in saying that all students conducted themselves in an appropriate manner. The President discussed the list of “demands” given to the University by various student leaders. The President discussed the University’s response to the demands. The President also charged the Committee with providing proposals/recommendations to the President (and Executive Cabinet) related to certain student demands. Several Committee members expressed excitement that FGCU students had joined the national conversation on race in America. The President then took questions from the Committee regarding diversity and inclusion on FGCU’s campus.

**Discussion of President's Charge/Discussion of Student Protest/Open Discussion**

After the President left there was a robust discussion about not only increasing diversity within the faculty and staff ranks, but also fostering an inclusive working, learning and living environment. Several Committee members conversed about integrating diversity and inclusion training in new staff and faculty orientation. The Office of Institutional Equity and Compliance (OIEC) Director, Brandon Washington, informed the Committee that there have already been steps taken towards having diversity/inclusion discussed at New Faculty Orientation. The Committee then discussed the proposal that should be made to upper administration based on the list of student demands coupled with the President’s updated charge to the Committee and several objective things that the Committee would propose/help implement that could, at least, begin in the Spring 2017 Semester.

There was also a long discussion about the need for a Climate Survey/Environmental Scan based on the demands made by students. The OIEC Director took names of Committee members that would be willing to serve on a subcommittee to bring forward such a proposal to upper management. There were several volunteers.

The Committee then discussed a proposal for a list of classes (regarding race, diversity, etc.) to be presented to faculty senate.

The Committee was also reminded to refer students who would like to be a part of the Committee to the OIEC.

## Subcommittee Assignments

Toward the end of the Committee meeting, each Subcommittee was delegated a task to be completed by the next Meeting (December 12, 2016).

- The **Diversity Certificate Program Subcommittee** was tasked with determining what elements of the Diversity and Certificate Program for Faculty and Staff could be applied to Students.
- The **Student Retention Subcommittee** was tasked with determining how and if diversity related programming could be integrated into the current student orientation. This subcommittee was also tasked with determining what diversity and inclusion related programming should look like for Registered Student Organizations (i.e. in-person versus online, required versus optional, who administered the programming/training etc.)
- The **Marketing and Promotional Subcommittee** was tasked with developing promotional materials related to diversity, inclusion and nondiscrimination.
- The **Technology Subcommittee** was tasked with meeting with FGCU's marketing department to begin discussions about creating a diversity and inclusion video for FGCU.

The meeting was ended with a discussion about the upcoming events related to Diversity and Inclusion at FGCU. There were several upcoming events including:

1. Dialogue on Race (November 14<sup>th</sup> EH 112)
2. One Book One Campus (November 14<sup>th</sup> CC Ballroom)
3. Lecture and Conversation with author Gisele Pineau (November 15<sup>th</sup> CC Ballroom)
4. "Unchecking the Box" on Race and Ethnicity (November 29<sup>th</sup> BHG 109)

The meeting was adjourned at 2:50pm.