**Inclusion and Awareness Committee Minutes**

**Thursday, January 18, 2018**

**Esterly Room 2069, Kilcawley Center**

Present: Howard, Anderson, Becker, Beers, Blake, Driscoll, Greenaway, Jaronski, Kent-Strollo, Parker, Wells

# **Primary Issues:**

Review of the Minutes

The minutes from the November 2, 2017 Inclusion and Awareness Committee meeting were reviewed and approved except what was written under Subcommittee 3 – Training and Education, Updates. Karen requested it be revised to read as follows. Karen said she was sitting on Nate Myers’ International Task Force. The Gen. Ed. Video has been updated and added to Blackboard for FYE courses. They hope to build on this so students learn to value their Gen Ed courses. She said she is working on “culture change” but this committee itself has not met recently.

Open Mind & Heart Update

Mr. Howard stated Kate had presented to the committee two possible spring projects for the Open Mind Campaign. One was the Dear World Campaign that had the video and poster combination but the cost for them to come to campus was $15,000. Mr. Howard said that was not possible to do at this time. Kate said she knew of another similar program from Rhode Island and would tell him more about it when she returned to campus.

Mr. Howard said the committee will continue doing the Open Door Campaign and Tuesday’s Terms. However, he felt the committee needed to do something more. The Black Student Union Group along with the Division of Student Experience are thinking of sponsoring a program to bring Tim Wise to the campus to talk about White Privilege. He said he understands that this is a very strong topic but Tim approaches it in a softer way. However, he feels there needs be a program prior to gradually enter into this program. He told the committee that he has had conversations about Tim with Joe Mosca, Dean of BCHHS. Mr. Howard said he himself tries to be cognizant and authentic to people but there are times when he needs agendas pushed. Joe has a funding model and has done these programs in the past. So as a student initiative, we would like to contact Tim to come to campus next fall. This would fall into the open mind concept. We can pull off of what Kate is doing to help with keeping the momentum going. Karen asked that we keep her informed so she might share the activities and possibly the theme with First Year Experience instructors and students. Ann said it would need debriefing with other areas in a controlled group. Mr. Howard said he would work with the Black Student Union and try to get others to jump on board such as SGA, Presidential Mentors, SALSA, etc.

Karen asked if the program leading into Tim’s event was to be this semester. Mr. Howard said it is an Open Heart Campaign but financially, Student Experience is strapped right now. He hopes to be able to get help with funding these programs. Karen reminded the committee that Bridges out of Poverty Student Union often does poverty simulation that could be tied into an event. Mr. Howard noted that Penny Wells and Jim Ray would like to help. William said he thought there was a community event in May that we could connect with but Karen said the semester would be over by then. Mr. Howard said last year we did a dialogue program and William said it was in the spring for half a day. She thought sharing personal stories related to Tim’s topic would be great and that maybe we could get faculty, community members, or campus leaders to tell their stories to lead into Tim’s program. Possibly create small videos to show and discuss. She said students need to know that others have dealt with or are dealing with the same issues as they are.

Brian said this reminds him of what Equality OH did. Karen said a student organization tried to do something like this but the timeline held them back from completing it. She said Kenny Reyes was the contact person for this group. William felt the students really needed to be involved. He said maybe have five topics to address and call it YTalks. Brian said maybe we could split it down the middle regarding storytelling and posters. People could share stories of having privilege with stories of those who didn’t. Make a film into something like a movie trailer clip. Show it ahead of time before the actual day of the program. Then bring everyone together

to discuss the issues with facilitators. Kelly suggested collecting stories and condensing smaller issues/stories on Instagram and do the big stories as short clips on a reel. She asked Kai what he thought about doing something like this from a student’s standpoint. He said he liked the idea of the first big event being the facilitated program with posters to follow to keep everyone’s mind refreshed. Then in the fall, bring in Tim’s program and that would keep the momentum going with everything relating. Ann said with everyone’s time limited due to their work, is there any faculty on campus now doing or collecting this type of information. Mr. Howard said that students were asked to develop a YouTube commercial about the YSU campus and he got the benefit of seeing a lot of the clips prior to the final commercial. He said Jim, the videographer, did a great job. Kelly said she wasn’t expecting anything major, maybe just having the person sit on a stool in front of a camera telling their story. Ann said there needs to be someone to ask questions so everything would keep flowing as they are filming. Mr. Howard said he would ask Jim if he could do the video and build the product. However, someone should be there to prompt the person, but there should also be someone there to help debrief the person being it could be an emotional topic for them. Kai said BuzzFeed videos can cut from one to another if needed. He also agreed there needed to be a list of questions.

Ann said a rough outline for this project needed created. First, a web form needs to be created to solicit stories. The committee needs to review the stories to weed out what can be used versus what shouldn’t. A second form needs to be created for the person to agree to being taped. The committee would then review the tapes to determine which clips will be used. Erin said this will take time and we will need to help Jim prepare all this. Ann said, to preface in her own little world, can enough students’ articulate white privilege on this campus. Kai said we could reach out to student organizations. Mr. Howard said do we believe our students understand and recognize what white privilege is. Brian said that is why Kelly suggested using faculty and staff. Mr. Howard said we could pull people out who would agree they are a person of privilege (i.e., Martin Abraham). Kelly said we assume all adults have their lives together but this is far from the truth. Brian said most importantly is to know when that person recognized they had certain privilege. Mr. Howard said he has privilege when he walks in store with a suit on versus someone who doesn’t and is treated differently. William said he would like the stories to come from faculty, administrators and students. Kelly said she would like to introduce this at IGNITE.

Brian said Tim Wise addresses other things besides white privilege. Karen said to solicit people as a kick-off event. It could be presented at different programs throughout the year (i.e., orientations and Welcome Week). She said next year the First Year Experience will be talking about disability, but this topic could be a future subject for them to discuss.

It was suggested to keep the event mysterious till the actual time of the event. Mr. Howard said he would check with Jim to see if he would be willing to do the film. Brian said he would put together a list of questions and Kelly was willing to develop an outline for the project. Kelly suggested doing the program at two different times on the same day. She said it would be to everyone’s benefit to schedule a morning and afternoon session to give people the opportunity to be able to attend. The next item to address was what would be a good date and time to hold the event. The following were a few important dates the committee needed to consider before choosing a date. Easter is on April 1 this year, Spring Break is the week of March 5-9, and Quest is April 3. It was suggested March 29th be the kickoff date and to schedule Tim’ program sometime in September or October. Erin said we could do an introduction campaign to lay a foundation such as, bring in Kati Hartwig. Kai said on March 28 they are bringing Tarana Burke (founder of MeToo in 2006) to campus as one of the Centofanti Symposium featured speakers. Mr. Howard said he feels MeToo is all about privilege too. Nicole said Tammy King could help. Mr. Howard suggested inviting Joe Mosca to the next meeting to discuss this further and the committee agreed. He told Kelly to move forward with the outline and combine IAC and YSU on everything we want to do. This will be a way we can connect people around campus. Erin said she will combine existing programs with open heart programs and Tim Wise’s program.

## **Subcommittee Reports**

Subcommittee 1 – Community Forums

* **Updates**

William said he would like to set up a meeting with President Tressel and Anita Davis to discuss community events and programming on the South Side.

Subcommittee 2 – Common Language

* **Updates**

Kelly reminded everyone that she has the list of 15 Tuesday’s Terms for this semester ready to post. Mr. Howard asked if the App could be used to see how many students see the terms. Erin said she could post something that could help to get that information. He suggested doing a campaign regarding the terms. If the person knows the term, they will receive a small prize, free cookie, or discounted item such as a drink, etc. Karen said maybe SGA could sponsor it on YDay, Friday. Kelly said Starbucks does a trivia question and if you know it, you get a 10% discount.

Ann had asked what the committee’s intention was. Mr. Howard said he wanted recognition to determine if students were getting the terms. Erin felt there should be some interaction for it. Mr. Howard said to use the social media App to see it students know the terms. The sub-committee will meet to figure out how to move forward on this.

* **Subcommittee 3 – Training and Education**
* **Updates**

Karen said her subcommittee is a part of all the subcommittees. She asked to be included in the weekly posting of Tuesday’s Terms. She said Carrie Wecht can add it to her emails to instructors. It was suggested to get the terms posted on the screens in all colleges. Brian asked where they were currently being posted and Kelly replied on Kilcawley Center’s screens and some Apps. She said she still needs to get them posted in other areas. Brian said Tammy will help get them posted in BCHHS.

* **Subcommittee 4 – Board Resolutions**
* **Annual Report – June Mtg.**

Mr. Howard informed the committee that they needed to do the committee’s Annual Report to present to the Board of Trustees at their June meeting. The goal is to have the committee’s information turned into him by the end of April beginning of May.

* **Preferred Name Update**

Mr. Howard said he needed to talk to Jeanne Herman to see what can be done regarding preferred names in the interim. Possibly launch a form on websites. Karen said the faculty need to understand the forms and use them. Mr. Howard told the committee he was not sure how much of this information has been communicated at the Dean’s Council meetings. He will contact Martin to get this on the agenda. He was told that Rosalyn and Carrie Wecht are two good contacts for help. Karen said she has a meeting with Rosalyn on Monday. Faculty need to know what Banner privilege they have.

* **Full Spectrum Update**

Mr. Howard said he talked to a variety of people regarding how to use Full Spectrum. It comes down to things are already committed and happening. There is not a lot happening with YSUnity with a shift in advisors.

* + **Single Use Restrooms**

Mr. Howard informed the committee that he will be attending a Major Projects meeting next week and will be pushing to get the Single Use Restroom project moving. He also told them how very busy the Facilities people have been with the many projects they needed to finish around campus. However, he said we still need to prioritize movement on this project. There are a lot of summer projects coming up and we will need to try to get this one on the Capital Projects list or included on a timely list of projects needing done. He informed the group that there is already a major Restrooms Capital Project on the list due to monies coming in for it and he will see if our project could be included.

Ann stated how she really appreciates being on the Inclusion and Awareness Committee due to some of her clients needing counseling regarding preferred name and restroom issues. She reported having a very good experience with a faculty member about the forms and donating clothes.

**Next Meeting:** February 1, 2018, 1:00 p.m. – 2:30 p.m. in the Esterly Room 2069, Kilcawley Center

*Respectfully submitted by Donna Greenaway*