

COE Diversity Committee Minutes

September 27, 2019

In attendance: Drs. Schoorman, Zainuddin, Dukes, Torres, Vasquez, Tessel, & Lapp. Laura Cushing, Joe Waters, Kathy Diaz.

The minutes from last meeting were approved – Dr. Dukes abstained.

There will be only one voting member from each department and one voting undergraduate member and one voting graduate member. If both graduate nominees attend, then they will have to share the vote or come to a consensus. Dr. Schoorman will be the voting member for her department.

Student reps will serve for one year. It was agreed that both graduate nominees would be invited to participate.

There was a move to approve the Bylaws by Joe Waters and they were approved unanimously.

Reminder of the Latinx event on October 5<sup>th</sup> from 8:30am – 12:30pm

Comment: Can we add something to the website to let students know that there is the opportunity to participate in the diversity committee?

Comment: It could be place in the student tab on the FAU website, like a link – need to decide on verbiage and speak with Andres about adding it.

Comment: should we wait to hear the student representative's input?

Comment: we still need a picture of the whole committee for the website.

Comment: Do we need photo releases for the pictures taken at diversity events?\* Also, can we get people's emails from diversity events if they are outside FAU to remain in contact with them? A QR code can be added to any event – can speak with Andres.

Comment: \*Pictures can be taken at public events but Dr. Schoorman will look into this.

Comment: The colors in the Latinx flyer were really nice, can we have more color added to future flyers?

There will be an FERA panel discussion for HIS institutions on Nov 13<sup>th</sup>, there are 11 in Florida and 8 have confirmed. Dr. Vasquez presented at a meeting for FAU Futuros.

The Diversity survey was piloted in CCEI with few responses. It was given only to undergrad students. The survey does not ask for major or if they started at FAU.

Comment: Do we really need to wait for the results of a survey or should we just be proactive?

Comment: We should already be doing something. We shouldn't limit access to the survey. We need to convey the message that we are here for students – maybe create a contact link. We could allow students to upload an audio or video file. Comment: if something provocative were submitted would we then be responsible for remediation? Comment: could say no names or only an audio file so at least we

can still hear the student's story. We could work with Andres to craft a statement to ask students to share their stories.

Unanimously agreed to create a link for students. Comment: can we put a disclaimer that we will not be responsible for legal action, etc. Should we contact someone in legal first?

We can create a QR code for the survey as well.

Drs. Tessel, Zainuddin, and Vasquez agreed to look over survey and give comments. Comment: Can we add disability to the demographics in the survey?

Recently people have been asked to put the conceptual framework for their class in their syllabi. Should we discuss our conceptual framework for the diversity committee? It's important so that people know what is meant by diversity. If we post the framework we can add links to articles on the key points of the framework. Hopefully we can make the graphic interactive. We need to approve the framework and the graphic.