

President's Commission on Diversity and Inclusion Meeting Minutes

Monday, September 18, 2017
3:00 – 4:00 p.m. Conemaugh Room, HUB

Present:

Yaw Asamoah, Co-Chair
Kate Linder, Co-Chair
Asmaa Alshehri
Charlotte Bellas
Shelly Bouchat
Daniel Burkett

Andrea Campbell
Callie Campbell
Jevon Graham-Wooten
Melvin Jenkins
Megan Knoch
Debra Valentine-Gray

I. Updates on Commission Activity during Summer 2017

- a. Yaw and Kate were interviewed about the Commission on WDAD, May 17, 2017
- b. Debra Valentine-Gray, Yaw, and Kate travelled to Pittsburgh on July 6, 2017 to meet with Pamela Connelly, the University of Pittsburgh's Vice Chancellor of Diversity and Inclusion and other members of her Office of Diversity and Inclusion
- c. Shelly Bouchat, Tedd Cogar, and Pablo Mendoza travelled to Penn State and reviewed their Diversity and Inclusion facilities, resources, and programs
- d. Preliminary Draft of Diversity Action Plan (DAP) was developed, then provided to Dr. Driscoll in late July; Yaw and Kate met with Dr. Driscoll and Dr. Mendoza to discuss the draft on August 3, 2017
- e. Yaw and Kate presented the Preliminary Draft DAP to IUP's Council of Trustees (COT) on September 7, 2017

Dr. Driscoll, the COT, and the President's cabinet have responded positively to the Preliminary Draft DAP.

II. Changes in Commission Membership and Subcommittee Membership

- a. Demond Mullins has left IUP, so there is a need for a new Commission member and a new co-chair for subcommittee #4
- b. Some subcommittee members have also left IUP or resigned from subcommittee membership and will need to be replaced. Utilizing alumni and students to fill subcommittee vacancies is recommended. Subcommittee chairs are responsible for verifying their continued membership.
- c. Commission members will forward the names of any subcommittee members whom they recommend for consideration as the new Commission member to Yaw and Kate by Friday, September 22, 2017.

III. Current Campus Climate/Implications for the Commission's Work

- a. Discussion of a Labor Day racist snapchat and the follow-up forum organized by student leaders on Wednesday, September 6, as well as another racist snapchat today (9/18/17) that appeared to be from a fake account:
 1. Need to focus on what IUP Community can do to address racist incidents instead of the actions that can't be taken
 2. Can cyber-bullying be used to hold students accountable? For example, the use of University wifi to post racist snapchats as a policy violation
 3. African American students arrive at IUP with a lived experience of being held accountable for or being unfailingly punished for their actions, while others who post racist snapchats go scott free, perceive a glaring double-standard
 4. A program on civil rights and the first amendment by an attorney would be very useful in understanding the nuances of handling these incidents
 5. Not all groups are covered under civil rights legislation – i.e. LGBT individuals are not covered – and that should be acknowledged as part of an education program
 6. Some students favor punishment as a response, while others favor education. There isn't necessarily agreement between student leaders and the general student population as to which is a better approach in dealing with racist incidents
 7. Members of the Commission and subcommittees should take advantage of student forums and meetings to hear our students' voices and apply those voices to our work in developing the DAP.
 8. Diversity peers are strategizing how to build coalitions beyond their own organizations to impact social issues

IV. Announcements

- a. Student-organized forum, "The Next Step," Wednesday, September 20, 2017, 6:30pm, Sprowls Hall. Commission members are encouraged to attend.
- b. PASSHE Women's Consortium Conference, September 29-30
- c. The Defamation Experience, October 3, 7:00p, Gorell
- d. MCSLE program on First Amendment & Civil Rights (TBA)

V. Commission Due Dates

1. Names of individuals to fill vacant Commission spot (nominees from subcommittees) should be submitted to Yaw and Kate no later than Friday, September 22.
2. First wave of DAP items submitted to Yaw and Kate by Friday, September 29, 2017
3. Second/last wave of DAP items submitted to Yaw and Kate by Friday, October 13, 2017

4. Commission business between the present and the meeting to be scheduled during the week of October 16 will be conducted via email and the “X” drive.

Next Commission meeting will be the week of October 16-20 (to be determined by doodle poll). This meeting will focus on finalizing the first Diversity Action Plan (DAP).

Minutes submitted by: Kate Linder