

The Committee for Equity and Inclusion Meeting Minutes for April 7, 2009

1. Present: Ché Abram, Kira Allen, Suzanne August-Schwartz, Beth Ching, Craig Elliott, Mary Grefal, John Garten-Shuman, Diane Hansen, Elaine Lemay, Peter Miskin, Ellen Mitchell, Irma Adame-Walker, Juner Valencia, Jennie Zuniga
2. March 24 Minutes - Approved
3. Debrief the fabulous Inclusion Explosion
 - The event gave a whole new focus on how the community perceives the event itself
 - Live music and performers were great!
 - Well represented and well attended from each department and program
 - Posters were personalized representative of most programs
 - Concerns and Issues:
 - Lack of curriculum provided to the community i.e. LGBT group awareness
 - Issues are not being addressed properly i.e. how do we educate patients or people that it is homophobia not homosexuality causing suicidal tendencies
 - Discrimination from other students
 - All groups were able to address their issues but we need to begin measures, that inform the next actions to be taken
 - Behavioral issues or any misconduct that may occur will never be tolerated and should be reported immediately to Student Services
 - Inform students re: who they go to person is when behavioral or misconduct issues occur – brainstorm who this is on different campuses
 - Proposal:
 - To provide an assessment in a more positive and proactive way; create a set of guidelines
 - Work w/ Academic Affairs/ faculty to revisit the Core Competencies to make sure class, race, ethnicity, sexual orientation and disabilities are all addressed
 - Get the Admissions Office involved from the very beginning in making clear the SMU values / expectation for an inclusive environment
 - Create an Equity and Inclusion webpage
 - Men in Nursing – considered as minority group and also would like to raise the community's awareness and educate patients
 - Long term: create and appoint a V. P. and assistant V. P. of Equity and Inclusion who's full time jobs are dedicated to creating equitable and inclusive SMU policies, recruitment strategies, competencies and curriculum for our entire community
 - Class on 'Inclusion and Equity' for students across all programs
 - Annually given mandatory professional development on 'Inclusion and Equity' for all full time Faculty developed by our committee
 - Create a link in orientation materials to the Equity and Inclusion web page
4. Update on the diversity plan
 - John suggested we keep the momentum going by continuing to meet every other Tues
 - A Spring Symposium held on May 18th or the Fall Faculty In-service could be a great opportunity to present the Inclusion and Equity group's goal, vision and mission
 - Can be presented during the lunch break
 - Target group: Everybody as opposed to a selected group