

Centenary College of Louisiana

Diversity Committee Minutes

3 October 2016

Don Hooper presiding.

Meeting began at 4:06

**In Attendance:** Chris Brown, Ben Green, Ayanna Griffin, LaToya Hemphill, Don Hooper, Dana Kress, Mark Leeper, Chandra Pokhrel, Deborah Scarlato

**Absent:** Andia Augustin-Billy, Heather Boucher, Simone Byrd, Edie Cummings, Ashlie Daigle, Anzhanne Mackyeon, Montgomery Mewers, Cordara Newson, Monica Powell, Cecilia Rodriguez

**Welcome and Introductions:**

**Minutes:** The minutes for the 20 September 2016 meeting were accepted as written.

**Reports:** Dana Kress spoke on the “**Administrative Diversity Advocate Proposal.**” Dr. Rowe did not approve this before he left. It was suggested and agreed on to re-submit proposal to the new president, Dr. Holoman. Dana will update the Quick Facts section before he submits the proposal. Dana also helped us understand the difference in policy and procedure. Policy has to be voted on by the trustees. Procedure has to be cleared by the cabinet, but not the trustees.

**Hate Speech** definition was sent to the Provost.

Centenary defines as hate speech any speech or expression that intends to harass, intimidate, threaten, or torment another person or persons on the basis of bias or prejudice towards some aspect of diversity. This includes, but is not limited to, expression related to race, gender, ethnicity, religion, sexual orientation, national origin, disabilities, and social or political beliefs. This definition does NOT cover the legitimate expression of political, social, or religious views, even if those views may be unpopular, or even offensive to some people. It applies *specifically* to expression that is primarily based on hostility towards a specific individual or group and *that* lacks a serious contribution to the discussion of public issues.

LaToya and Dana explained the history of the Hate Speech definition and the procedures for reporting hate speech.

**What Not to Say Posters:** Don asked where the posters were and discussed the possibility of taking the What Not to Say campaign on the road to High Schools. DJ has last year’s posters and Ayanna will get them. All were in agreement for taking the posters to high schools.

LaToya reminded us that October is the time to begin planning **Dream Week**. Ideas were:

- Theatre – Don will ask Centenary alum, Angeliqe Feaster, to bring her Mahogany Ensemble Theatre back

- Convocation
- Open Dialogue Program
- Service – worked with urban schools and non-profits in past

Ideas for speakers and topics:

- Topics relevant to our students and to what is going on in our country
- Topics to bring the campus and community together for dialogue
- Baton Rouge Shootings
- Mayors Ollie Tyler (Shreveport) and Lo Walker (Bossier City)
- Plessy and Ferguson
- Police Officer/Business Owner (coffee shop downtown)
- Cedric Glover
- Greg Tarver
- Judge Carl Stewart
- Mature students make a short film “What my Mother Told Me” (grandparent, parent) about how to stay safe

It was suggested that we decide on a topic and then find the speaker that can best address the topic.

Ayanna reported that progress is being made on the **Campus Climate Assessment Survey** that was taken in the Spring 2016. She will report on it soon.

It was reported that all new students were given **Diversity Training** during orientation.

**Next meeting:** Monday 4:00 in the Webb Room in the Library Basement. (Look for the fancy front door)

Meeting adjourned: 5:03

Minutes submitted 10 October 2016  
By Deborah Scarlato