

Centenary College of Louisiana
Diversity Committee Meeting Minutes
24 October 2016

Dana Kress presiding.

Meeting began at 4:06

Present: Andia Augustin-Billy, Chris Brown, Simone Byrd, Ben Green, Ayanna Griffin, Dana Kress, Mark Leeper, Montgomery Mewers, Chandra Pokhrel, Deborah Scarlato

Absent: Edie Cummings, Ashlie Daigle, Heather Boucher, LaToya Hemphill, Don Hooper, Ramanda James, Anzhanne Mackyeon, Cordara Newson, Monica Powell, Cecilia Rodriguez

Welcome and Introductions:

Minutes: The minutes for the 10 October 2016 meeting were accepted as written. A reminder was given to send all approved minutes to the Provost's office for posting.

Dream Week: One big issue that was mentioned is that of the **Chair of Dream Week**. Last year LaToya was able to fit that into her schedule. This year, with the leaving of several staff members, LaToya has many more responsibilities and will not be able to chair this event. Further discussion will be held at a later date on this issue.

A review of last year's program was given. Discussion was held on who to bring in as guests. It was decided to ask the descendants of **Plessy & Ferguson**. Dana Kress will reach out to invite them for giving the Convocation speech on January 17th and visit classrooms on Wednesday January 18th.

In addition to the above, we discussed a **Roundtable** venue for discussions of today's social issues. Participants could include DPS and Marcus Mitchell (owner of a coffee shop and a Shreveport police officer), and faculty members. The focus would be on looking for solutions. Ashlie Daigle agreed to look into the logistics of this Roundtable.

A motion was made and passed that we go ahead and send out invitations to the descendants of Plessy & Ferguson and to Marcus Mitchell and our DPS Chief to participate in Dream Week 2017.

Other activities and thoughts about Dream Week we presented:

Mahogany Ensemble Theatre with director Angelique Feaster Evans, would be asked to perform Friday evening and help with an Oratorio Contest on Saturday.

A suggestion was made for a film showing at **Robinson Film Center** for Tuesday, Wednesday, or Thursday evening. Perhaps Jeff Hendricks and the Centenary Film Society can help with this Dream Week event.

The importance of marketing and promotion was discussed. Suggestions for expanding beyond the campus and into the community were made:

- Send save the date cards

- Advertise on Red River Radio and Channel 3 TV

LaToya volunteered to begin working on this communication.

LaToya has already asked **Mayor Ollie Tyler** to participate in the Welcome for the Dream Week Service Day.

Student Issues: A discussion was held about an email that was sent from a student officer in a campus organization to a group of students containing inappropriate language. When confronted by another student that had concerns about the content of the email, the original student did not apologize or show concern that they caused hurt to another student by sending the offensive language. It was decided that the Diversity Committee would get involved only if there was a report of incident of intolerance, hate speech, or bias through OrgSync submitted.

Update: Don Hooper reported during the week, that the organization is fully aware of the incident and is taking strong action to make sure it does not happen again.

Staff Issue:

Dana Kress had a discussion with custodial staff and they reported feeling marginalized and underappreciated.

It was mentioned that we need to create a campus that shows respect and compassion toward staff.

A draft for a Staff Climate Survey was presented. Comments were to add blunt questions about race to the survey.

The attached Draft for introduction email for Staff Climate Assessment Survey shows suggested changes.

Programing: Open Mic Night is Monday November 7th from 7:30-9:30 in the SUB.

The Diversity Intern asked for a \$25.00 donation from the Diversity Committee to help with the cost of the event.

A motion was made and seconded that the Diversity Committee help with the donation.

Vote taken and passed.

Meeting adjourned at 5:10

Next Meeting: 31 October 2016