

NWOSU Diversity Committee Meeting Minutes

Meeting Data & Time: September 23rd, 2022 1:00 p.m.

1. The meeting was called to order by Committee Chair Roger Brown.
 - Members in attendance: Dr. Roger Brown (chair), Dr. Karsten Longhurst, Prof. Mistie Kline, Prof. Sarah Fry, Prof. Shawna Gilbert, Dr. Steven Mackie, Dr. Wei Zhou, Yosbelli Lora (student member)
2. Roger called for an election of a committee member to be the committee's secretary for the current academic year (Fall 2022–Spring 2023).
 - Sarah volunteered for and was elected to this position.
3. The committee discussed faculty and staff nominations for the Outstanding Diversity Engagements award for the Academic Year 2021–2022.
 - Dr. Aaron Mason was suggested as a potential nominee because of his sponsorship of the Native American Student Association. NASA held the campus's first powwow last spring.
 - The Spotlight Newsletter was identified as a potential source of information about faculty and staff activities that could qualify for the award.
 - Roger volunteered to look through the Spring 2022 Spotlight Newsletter for potential nominees.
 - Steven volunteered to look through the Fall 2021 Spotlight Newsletter for potential nominees.
4. Roger introduced several ideas that emerged from a conversation he had with Dr. Steven Maier, the Dean of Faculty.
 - The ideas/issues brought up by Dr. Maier are as follows.
 - The name of the committee could be changed to the Diversity, Equity, and Inclusion Committee (shortened to DEI Committee). This name could be put into effect starting Fall 2023.
 - The committee could encourage other departments to require faculty applicants to include a diversity statement as part of their application package.
 - The committee could provide DEI resources for faculty and staff.
 - The committee could establish criteria for designating certain courses as DEI courses.
 - The committee could generate a list of courses that are currently taught at NWOSU that could be given a DEI designation.
 - The committee could be responsible for keeping records of faculty and staff who have attended DEI related events/trainings or obtained relevant certificates.
 - The following responses to these suggestions were brought up by committee members.
 - These suggestions (at least as presented) are beyond the current scope and setup of this committee. In addition, although the committee members are all passionate about these issues, we are not experts in them. If the administration is serious about making these changes, then a diversity coordinator should be hired (or those duties should be assigned to a current member of the administration).
 - That being said, the committee is supportive of the idea of adding diversity statements to the materials requested by applicants, although this should be a university-wide discussion rather than a department-specific decision.
 - Regarding DEI-designated courses, Karsten and Shawna volunteered to identify criteria other universities use for such courses. Steven volunteered to help with recommending classes that are currently taught and could be given a DEI designation.

5. The committee discussed potential speakers for the diversity-training event in Spring 2023.
 - Mistie volunteered to contact Brett Crandall, an Oklahoma artist and puppeteer, as a potential speaker.
6. The floor was opened to discuss additional news or issues.
 - Karsten invited committee members to the Implicit Bias session of the Building Our Music Education Community conference held on campus on Friday, Sept. 30th at 10am. The session is presented by Alex Rivera, a Choir Director at Bartlesville High School.
7. The meeting was adjourned.

**NWOSU Diversity Committee Meeting
Nov 18th, 2022 1:00 p.m. via Zoom
Agenda**

1. Call the meeting to order and record the members who are present.
2. Approve the previous meetings' minutes.
3. Share the Diversity Strategic Report for 2022–2027.
4. Karsten Longhurst and Shawna Gilbert provide an update on developing the suggested criteria for DEI-designated courses.
5. Discussion in regards to potential speakers for Spring 2022 We need to decide among the potential speakers and contact him or her about presenting in late February or early March 2023. Potential speakers: Brett Crandall, Johnnie Ray Porter, and Chris Littlecook
6. Open the floor for any items any member would like to discuss in the meeting.
7. Adjourn.

**NWOSU Diversity Committee Meeting
Feb 7th, 2023 1:00 a.m. via Zoom
Agenda**

1. Call the meeting to order and record the members who are present.
2. Approve the previous meetings' minutes.
3. Department Diversity reports.
4. Update on Chris Littlecook coming to Alva on March 23rd, 2023.
5. Form a Welcoming committee, Lunch committee and a Set up Committee.
6. Open floor for additional items.
7. Adjourn.
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