

February 15, 2018 Equity & Diversity Committee meeting minutes

Equity & Diversity (EDI)

General Purpose: REVIEW, DELIVER, EVALUATE: a campus culture that promotes equity and embraces diversity for all constituents at Finlandia; building a culture of inclusion

In attendance: Leann, Karin, Rene, Claudia, Alyson Missing: Jan Woodbeck, Ryan, Janice, Haley, Brent

I. MLK Day, Monday, Jan 15

1. **Service sites/details:** 27 staff/faculty and 193 students participated. 17 off-campus service sites.
 - a) Need to emphasize listing the names of individuals in groups (i.e. teams) when they sign up.
 - b) Revive the site leader guide for next year.
 - c) Need to emphasize to students that they commit for the whole time-frame of service site. Need to post that no participants under 18 shall participate (i.e. students want to bring their children).
 - d) Some good feedback had been received from people in the community.
 - e) Next year Rene will communicate to site contacts that notice is needed in case the task is changed at the last minute.
 - f) Next year consider an evening meal (rather than brunch) with open mic for people to share about their service sites. Then head from meal to film.
 - g) Clubs and organization fair during evening meal next year.
2. **Worship:** more than 30 attended (included in 193 total above).
3. **Film:** 21 attended (included in 193 total above).
 - a) The film was very hard-hitting yet there was not discussion. Need to establish discussion session afterward.
 - b) There was a bit of fallout with facilitation of this year's film, in terms of ordering the film and facilitating showing the film. This was an unfortunate misstep on the committee's part and won't happen again.
4. **Promotion:**
 - a) Advance notice to coaches to not schedule practice/meetings on the evening or that day.
 - b) Work with Mike to establish sign up earlier (which means confirming service sites earlier!).

II. Film Series

1. Select films in advance and have one poster that advertises all films for the academic year.
2. Idea is to buy the films and create a collection in the library.
3. Film starts at 6:30 (doors open 6:15).
4. **Selection of films:** By email we can vote on four films for next academic year by the end of this academic year. Rene will send an email next week to committee.
5. **Logistics:** Five tasks to assign to different committee members:
 - a) Reserve room
 - b) Order popcorn/drink
 - c) Order film(s)
 - d) Set up film showing
 - e) Facilitate discussion (or line up discussion leader)
6. **Proposed schedule:** Fall semester: Sept 20 and Nov 8. Spring semester: Bill K. suggested a film for next MLK Day; Claudia will contact him about facilitating discussion. Second film on evening of Diversity Dinner in April 4th.
7. **Criteria for films:** Films are meant to highlight positive perspectives on marginalized (oppressed) communities, generating awareness, self-reflection, and discussion.

Next meeting: Mar 8. Meetings will be held the 2nd Thursday of each month, 12:00-1:00. Meeting in Finlandia Hall conference room.