Minutes for SLAAC
11/12/2014 11:30-12:20pm


- Carrie Klaus and Renee Madison are coming for our next SLAAC meeting
- Agenda has been slim this semester; we have mostly focused on campus climate for international students, and in our last meeting, we raised questions about what came of the plans to provide more diversity training for faculty
- Agenda today will focus on SLAAC’s role in the campus climate discussion and
- Smita brings up the “Here Comes Trouble” email chain
- Update from Dorian on Friday campus forum:
  - About 30 students, 30 faculty/staff present; conversation lasted 1 hour
  - John Caraher talked at length about where CAPP stands on the M-Requirement debate
  - After the first hour, students asked faculty/staff to leave
  - Faculty were the most vocal. Some spoke about where initiatives from their respective divisions stand in terms of their diversity & inclusion initiatives, and some spoke about their personal experiences being a person of color at DePauw

- Update from Dorian on Sunday’s meeting called by President Casey:
  - It was more raw and emotional, as well as being more directed toward President Casey.
  - The President was asked to cancel classes in order to have an all-campus meeting. It seems that he did not respond or said no for now.
  - Students asked him for direct responses to many questions - take a stance on issues.
  - He tasked Bridget Gourley with moving forward with faculty. Bridget recently emailed the faculty to call a special/emergency meeting of the faculty to vote on the M-Requirement.
  - Students seem to have left more discouraged. Students were asking why the M-Requirement was never passed the first time, why DEC stopped meeting for a couple of years, etc.
  - Discussion ensues as to whether the M-Requirement has ever been brought to vote with the full faculty.
  - Mindframe is: We had all of these conversations in the spring, and now it’s November and nothing has been formulated, voted on, passed.
  - It would be most helpful for students right now for faculty to get official things in their minutes. Students don’t like hearing that “Faculty training is complicated” because it seems like an excuse or cop-out. Students ask why we can get faculty together for Title IX training, but we’re not willing to do it for diversity and inclusion training.
  - SLAAC could do its part to get an official stance on the record by contributing in writing that “SLAAC endorses…”, or to reach out to HR with an official recommendation that “before an employee is allowed to begin employment, s/he must complete a diversity training”. We have to be thoughtful about what we endorse as a committee so as not to put out something that we regret or cannot feasibly be implemented.
  - What do we as a committee want our purview to be on these issues? What do we want to pursue?
  - This committee should endorse that faculty should embrace these issues, but we should leave it as a general endorsement because the “how to” is not up to our committee to decide.
• Some students have requested (at recent forums) an explanation of how faculty governance works. A date is currently being set to hold that session.
• Suggestion that New Student Orientation be extended to include substantive programming related to becoming part of an inclusive community, addressing/training on diversity and inclusion. Important to make time for such a priority at the beginning of their DePauw experience.
• First Year Seminar is one course where faculty could be address power, privilege, diversity training, etc.
  o Student leaders from The Movement report being very tired of putting themselves out there.
  o Greek houses should have programming. (“Status Quo” program, ICCF)
  o Punch-card idea for multicultural events
  o THERE ARE LOTS OF GREAT IDEAS, AND WHAT STUDENTS ARE ASKING FOR NOW IS THAT WE PICK SOME AND IMPLEMENT THEM.
  o Good communication is part of the problem - we need to let students know what we are doing. This comment was made after talking about the existing diversity training/education programs.
  o Students are passed the point of accepting the University taking more time to make decisions.
• HOW SHOULD WE MOVE FORWARD AS MEMBERS OF THIS COMMITTEE
  o Figure out what we want to say (in written statement) for December’s faculty meeting
    ▪ We want to see faculty diversity training
    ▪ Clarity of student reporting structure for in-class concerns/incidents
    ▪ Student diversity/awareness/intervention programs
    ▪ Supports that the faculty figure out how diversity education can be included in the curriculum (FYS, co-curricular, etc)
  o Members of the committee express concerns about what they have heard about the quality of counseling services

SMITA WILL TAKE A FIRST STAB AT DRAFTING OUR STATEMENT, and asks that we provide input.