

2017-2018 Annual Report

Diversity and Equity Committee

Committee membership and those regularly attending:

Kaleb Anderson	Jana Grimes	Renee Madison
Tamara Beauboeuf	Alan Hill	Heidi Menzel
Alesha Bowman	Jarrod Hunt	Julianne Miranda
Elreo Campbell	Kerry Jennings	Juliann Smith
Kenneth Cruz	Sarah Lee	Alicia Suarez
Curtis Ferguson	JC Lopez	

In the 2017-2018 academic year, the Diversity and Equity Committee took a number of steps to serve the DePauw community in adherence to the committee's charge outlined in the Academic Handbook. A summary of the committee's efforts includes:

- In August of 2017, a pair of students authored and provided the President's Cabinet with a document detailing issues faced by Trans-identified students at DePauw University. At the November 2017 meeting, one of the student authors of this document was in attendance and offered more perspective on the salient points in the document.
- A subcommittee was created to identify, collect, and record the responses to the issues faced by Trans-identified students that were outlined in the document sent to the President's Cabinet. This subcommittee met with various individuals around campus in an effort to document initiatives that had already been implemented or were in the process of implementation (see Appendix I for the report on these efforts).
- Members of the Diversity and Equity Committee met with the Multicultural Student Services Advisory Board as well as the LGBTQIA+ Advisory Board to gain awareness of issues raised by students on these two boards and to explore ways the Diversity and Equity Committee could provide support.
- The committee assisted the group tasked with developing and administering the 2017 Faculty/Staff Climate Survey in a number of ways: i) providing feedback on the questions included in the survey, ii) considering various strata on which the results of the survey could be divided, and iii) presenting the findings the committee felt were most compelling to the faculty at the March 2018 Faculty Meeting.
- Support was provided to the Student Academic Life Committee by having members of the Diversity and Equity Committee attend a meeting dedicated to crafting revised Handbook Language concerning the Observance of Religious Holidays. The full Diversity and Equity Committee reviewed the updated language and provided feedback.
- A considerable amount of time during meetings was dedicated to discussing potential initiatives to help better prepare faculty, staff, and students regarding issues facing the community. Examples of such issues include, among others, increasing awareness among faculty of issues faced by underrepresented groups on campus, preparing faculty and staff to successfully facilitate challenging discussions concerning troubling events on campus, and increasing participation by students in initiatives aimed at building community.

Going forward, the committee will continue to serve the community according to the charge outlined in the Academic Handbook. As 2018-2019 will be the third year of the 5-year Inclusion Plan, it may be worthwhile to explore whether the plan should be updated to include new initiatives that address social and cultural developments that have occurred since the introduction of the Inclusion Plan in 2016.

Appendix I: Responses to Issues Detailed in “Creating Inclusive Spaces for Trans-identified Students”

Two concerned students authored and submitted a memorandum to the President’s Cabinet detailing a number of issues faced by Trans-identified students. The document included the following issues:

- Training for DePauw University Faculty and Staff on Trans Issues
- Training for First-Year Mentors in Respect to Trans-Inclusion
- Classroom Pronoun Inclusion
- Technology Systems
- The Name-Changing System
- Inter-Fraternity Council’s and Panhellenic Council’s Recruitment Strategies
- Gender Inclusive Bathrooms and Where to Find Them
- DePauw Student Surveys in Respect to Trans-Inclusion

One of the authors of this document graciously attended a meeting of the Diversity and Equity Committee and provided additional perspective on the issues outlined in the document submitted to the President’s Cabinet. One step taken by the Diversity and Equity Committee to respond to the issues raised was the creation of a subcommittee tasked with identifying and documenting steps taken by individuals and groups within in the community in response to the considerations outlined in the memorandum. The subcommittee met with the following members of the community to gather information:

- Carol Smith, Chief Information Officer
- Matthew Abtahi, Assistant Director for the Center for Diversity and Inclusion
- JC Lopez, Director of Campus Living and Community Development

During this process of exploration, it came to light that Myrna Hernandez, Dean of Students, has been engaged in a similar effort of identifying and documenting responses to the issues included in the memorandum. Her January 2018 Update is appended to this document.

Specific Issues included in the Memo:

Issue 1: Training for DePauw University Faculty and Staff on Trans Issues

- Steps being currently taken (or already completed) to address this issue:
 - Development of a dialogue-based Trans inclusion training (currently pending student review)

Issue 2: Training for First-Year Mentors in Respect to Trans-Inclusion

- Steps being currently taken (or already completed) to address this issue:
 - Brief awareness training has occurred in Fall of 17. More thorough training program in development. Cara Setchell, Yug Gill, and JC are working on this.
 - More thorough training program includes:
 - Leaders of rainbow community will receive additional training with CDI Staff
 - More extensive LGBTQ Services Info Sessions for FYRA/CRA

Issue 3: Classroom Pronoun Inclusion

- Steps being currently taken (or already completed) to address this issue:
 - System change currently being implemented (should be operational by Fall 2018). This system will allow students to select their gender from 5 options, allowing them to differ from sex.

Issue 4: Technology Systems

- Steps being currently taken (or already completed) to address this issue:
 - Matthew Abtahi working with IT to address concerns with Technology Systems

Issue 5: The Name-Changing System

- Steps being currently taken (or already completed) to address this issue:
 - Fully operational. Can meet with Matt, Director of MSS, or Sarah Ryan, director of women's center as a one-stop meeting. That administrator will facilitate all internal steps. Students can opt into having an e-mail sent to current certain university parties for mid-semester changes and getting a new ID.

Issue 6: Inter-Fraternity Council's and Panhellenic Council's Recruitment Strategies

- Steps being currently taken (or already completed) to address this issue:
 - Created a page on recruitment website.
<https://www.depauw.edu/studentacademiclife/greek/resources/diversity-and-inclusion/>
 - Site includes:
 - Information on Center for Diversity and Inclusion
 - LGBTQIA+ Student Resources (with links)
 - Campus Resources (including Bias and Sexual Misconduct Incident Reporting Resources)
 - One email sent out to all students allowing them to opt into Panhellenic or Inter-Fraternity Council with no language specific to necessary gender.
 - New requirement: required New Member Symposium.
 - Example: Matt Abtahi: Exploring self, race, and gender (identification/sexuality/etc.)

Issue 7: Gender Inclusive Bathrooms and Where to find them (Specifically regarding bathrooms in residence halls)

- Steps being currently taken (or already completed) to address this issue:
 - Gender neutral bathrooms are a housing option, decided by student preferences in housing application.
 - Students are directed to Nicole Collisi (in CLCD) to learn which bathrooms carry certain designations.
 - Additional information on contact for Nicole Collisi added to website for public gender neutral bathrooms
 - Link to page with Gender Neutral Bathroom information:
<https://www.depauw.edu/studentacademiclife/cdi/lgbtqia-services/allgenderrestrooms/>

Issue 8: DePauw Student Surveys in respect to Trans-Inclusion

- Steps being currently taken (or already completed) to address this issue:
 - The DePauw IRB is aware of these concerns and conversations centered on potential responses are ongoing.

Additional Issues:

During these conversations, additional issues were identified that were not specifically identified in the document. These additional issues include:

- Health support for trans community
- Health center does no sex education (currently done by Matt)
- Need for funding for higher quality condoms (current condoms are essentially unusable)

Summary

On August 22nd two current DePauw students emailed faculty and staff of DePauw university a document titled “Creating Inclusive Spaces for Trans-Identified Students.” This document served as a summary of an assessment of faculty and staff on the DePauw campus and provided campus suggestions moving forward. This document was written in April 2016.

Suggestions were the following:

- Training for DePauw University Faculty & Staff on Trans Issues
- Training Process for First Year Mentors in respect to trans-inclusion
- Classroom Pronoun Inclusion: Creating an Open Space for Trans-Identified Students
- DePauw Technology and the Lack of Pronoun Inclusion in DePauw Systems
- The Name Change System
- Inter-Fraternity Council and Panhellenic Council’s Recruitment Strategies
- Gender Inclusive Bathroom and Where to Find Them
- DePauw Student Surveys in Respect to Trans-Inclusion

Moving forward

As we move towards a more inclusive campus, we wanted to review DePauw’s current and next steps as it relates to Trans* Inclusion.

CURRENT

- **Student Leader Trainings:** In August of 2017 Matt Abtahi and Amanda Halfacre conducted an LGBTQIA+ Overview for all RA’s and on 10/10/17 Matt Abtahi conducted a 20-min LGBTQIA+ Overview for all First Year Mentors. Content included LGBTQIA+ campus resources, pronoun use, the campus name change process, and how to get to know someone’s pronouns
- **Name Change Process:** Students meet with Director of MSS, Assistant Director of CDI, or Director of Women’s Center to sign a consent form. Administrators will send the form to the registrar who will update student record, mail, IT, financial aid, and health services. Student can opt into other notifications going out within the form depending on the time of year. Current email to faculty informing campus of the process is drafted and provided to SAL leadership.
- **Inter-Fraternity Council/Panhellenic Recruitment:** Recruitment interest email is now no longer sent based on e-services gender, but rather sent to all students. In the email, students should now have the options to opt into whichever organization.
- **Gender Inclusive Bathroom List:** This is located under the LGBTQIA+ website tab and includes all public gender neutral restrooms. CLCD restrooms are only provided once requested due to access restrictions.
- **Health Services:** Stevie Baker-Waston has been given student feedback on problematic interactions and lack of services in the DePauw Health Center and will report back to the LGBTQIA+ advisory board on any updates (other than individual coaching measures). DePauw health will be providing dental dams and internal condoms. They will buy small supply for spring 18 year to determine popularity, use, and future distribution options.
- **LGBTQIA+ Advisory Board:** The board meets monthly to review university policy and procedure, and provide suggestions to the University on systemic issues as well as programmatic suggestions to the CDI and other campus units. Currently reviewed: DePauw Health Center, DePauw Counseling Services, DePauw Dialogue student involvement, 5-year inclusion plan. Upcoming review: DePauw Student Handbook
- **Kognito Training- LGBTQ Module:** This is a voluntary web-based training program for faculty, staff and students. This was promoted from Fall 16-Summer 17 primarily through efforts of DePauw’s Counseling Center and Dean of Student Office. At this time our one-year subscription has expired.
- **CLCD housing applications:** Applications now include all suggested gender identities in housing application.
- **DePauw Technology:** The registrar is looking into national reporting requirements (they aren’t sure if it is assigned sex or gender). From the tech side, we have the ability to add " Other, Trans*, and Gender Queer" as selection options on e-services.
- **Trans Inclusion Training:** CDI interns and Asst. Dir of the CDI are creating a Trans-Inclusion training to be reviewed by LGBTQIA advisory board (Spring 18) and implemented (Fall 2018)

NEXT STEPS

- Incorporate demographic survey suggestions in campus climate survey and university-wide demographic questions
- Incorporate measures to hold student leaders, faculty and staff accountable to attend LGBTQIA+ R.E.S.P.E.C.T. (Resources, Education, Solidarity, Perspective, Engagement, and Care Training) and Trans-Inclusion Training