



Minutes for the Diversity & Inclusion Committee meeting

Thursday, January 25, 2018

10:30am-12noon EST

CH103 or via conference call

In attendance:

Will Alexander (Faculty, WCYA), Ann Cardinal (Director of Student Recruitment), Hal Colston (VCFA Trustee), Erica Hare (CFO/Exec. VP for Admin.) – *chair*, Jimmy Henderson (GD student), Yoly Mancilla (WCYA student), Jennifer Pun (MFAW student), Jenn Renko (Program Director, GD), Jericho Parms (Associate Director, MFAW) – *chair*, Valentyn Smith (W&P student), Jessica Stratton (VA student)

Absent:

Tasheka Arceneaux-Sutton (Faculty, GD), Rick Baitz (Faculty, MC), Tristen Click (GD student), Aldrena Corder (GD alum), Trinie Dalton (Faculty, MFAW and W&P), Samuel Kolawole (W&P student), David Markow (VP for Student Services), Lauren McCall (MC student), Cori McCarthy (WCYA alum), Thatiana Oliveira (Assistant Director, VA), Mario Ontiveros (Faculty, VA), Liz Patton (Faculty, MAT/MA), Tamara Perkins (Film student), Jennifer Skinder (Program Director, MAT/MAADE), Kristelle Ulrich (MAT student)

- *Updates:* Co-chairs reported that committee membership is now set with representation from all programs as well as the board of trustees (Welcome Hal Colston and new student members!)
- Co-chairs reported initial updates to the VCFA Diversity & Inclusion website have been made including addition of contact information. Remaining updates will be made once the new statement of purpose is finalized.
- *DIC Statement of Purpose:* The Committee discussed replacing the existing “Mission & Goals...” with a more streamlined “DIC Statement of Purpose” a draft of which is ready for review on the shared Google drive.
ACTION ITEM: Committee members please review and offer comments on the new [Statement of Purpose](#) draft by February 2.
- *Draft dashboard of student demographics:* The Committee reviewed the draft dashboard of student demographics, and discussed how best to present the data. This included incorporating goals/benchmarks, and comparative data (based on national averages, other art schools, or Census data?), increasing categories to include non-binary gender identities, sexual orientation, and age spread. *EMH/JP will look into collecting Census data for comparison, and confirm that IPED will be updating the existing categories in March or May.*
- The Committee discussed the benefits of presenting both applicant demographics as well as a breakdown by individual program. *EMH/JP will follow up with Enrollment Management and the Registrar’s office for further data.*
- *Plans for faculty demographics (and more comprehensive student responses):* The Committee reviewed the fact that faculty and staff data is not collected routinely and discussed creating a survey that would both protect anonymity, encourage response and, if issued annually, serve as benchmark for ongoing diversity and inclusion work at the college.

- *Survey development:* The Committee discussed the importance of including pointed questions that speak not just to data but to student and faculty experience via a vis inclusion (i.e. “Did diversity factor into your decision to attend VCFA?”).
ACTION ITEM: Committee members will brainstorm and send 3-5 questions you’d like to see included in an annual survey to (a) all VCFA students, and (b) all VCFA faculty members. Please send questions directly to Erica and Jericho at diversity@vcfa.edu
- *Trainings:* The Committee discussed the question of diversity trainings for students, faculty and staff, whether they are useful, have a valid impact on awareness, demonstrate the priorities of the college, etc. The Committee discussed ways to move beyond trainings to better establish ongoing initiatives and learning opportunities at the program level through orientation sessions and other residency events. *EMH will look into following up on staff diversity trainings. JP will reach out to program staff to collect information on what is already being done during residencies. Additional updates and potential recommendations to be reviewed at next meeting.*
- *Art exhibition/installation:* follow up at next meeting.