



Diversity & Inclusion Committee

Meeting Minutes

Tuesday, April 24, 2018

2:00 – 3:30pm EST

CH 103 or via conference call:

In Attendance: Lucy Bourgeault (Director Admissions), Ann Cardinal (Director of Student Recruitment) Hal Colston (VCFA Trustee), Erica Hare (CFO/Exec. VP for Admin) - *chair*, Yoly Mancilla (WCYA Student), Cori McCarthy (WCYA Alum), Thatiana Oliveira (Assistant Director, VA), Jennifer Pun (MFAW Student)

Absent: Will Alexander (Faculty, WCYA), Rick Baitz (Faculty, MC), Tristen Click (GD student), Aldrena Corder (GD alum), Trinie Dalton (Faculty, MFAW and W&P), Jimmy Henderson (GD student), Samuel Kolawole (W&P student), David Markow (VP for Student Services), Jericho Parms (Associate Director, MFAW) – *chair*, Liz Patton (Faculty, MAT/MA), Tamara Perkins (Film student), Jenn Renko (Program Director, GD), Jennifer Skinder (Program Director, MAT/MAADE), Valentyn Smith (W&P student), Jessica Stratton (VA student), Tasheka Arceneaux-Sutton (Faculty, GD), Kristelle Ulrich (MAT student)

- Erica previewed the new Director of Alumni and Diversity position. Upon her return from leave, Jericho Parms will transition into the role from her current position in the Writing program.
- Lucy Bourgeault, Director of Admissions and Financial Aid, is welcomed to the Diversity & Inclusion Committee. More to take up at the next meeting as the Committee considers how it can support the work of Admissions and Lucy brings her expertise to the ongoing discussion of VCFA's approach to recruitment.
- Update on annual on-site cultural competencies training for staff
 - Committee discussed possible organizations that may offer this training, in addition to, or in lieu of, CQ Strategies, who we've worked with previously.
 - [Partnership for Fairness in Diversity](#)
 - [The Peace and Justice Center](#)

- Committee re-expressed support for the Diversity & Inclusion faculty survey. The purpose of the survey is to address a lack of current faculty and staff data, but also to expand our approach beyond demographics to include questions that speak to the environment of inclusion at VCFA.
ACTION ITEM: Once fully in the new position, Jericho to craft the questions for the survey, with support from Committee in review and discussion.

- Current program initiatives in support of diversity & inclusion
 - Thatiana (Assistant Director, VA) shared an overview of the varied initiatives that are currently occurring within the programs. These can be viewed as three categories:
 - Scholarships specifically for diversity candidates: e.g., *New Voices in Film* – Film program, *Quetzal Scholarship* – Writing & Publishing and the *Dolan Award* – Visual Art, amongst others.
 - Groups and Recurring events, typically but not limited to, on campus during residency: e.g., *Rainbow Breakfast & P.R.O.P* (Polymorphous Room of Possibility) – Writing for Children & YA, and *Zealophone*, open mic event – Writing & Publishing, amongst others.
 - Academic programming and curriculum specifically centered on issues around Diversity & Inclusion in the arts: e.g., faculty and guest lectures such as *Where Are All the Black Designers?* and *Mexican Vernacular Typography & Ephemera* – Graphic Design, also *One of These Black Boys: Abstraction & Blackness* and *Immigration | Imagination* – Visual Art. Also important to note: student work dealing with issues around race, gender, religion, class etc. – occurring in all programs

- The Committee started a conversation regarding search & hiring processes for faculty vis-à-vis Diversity & Inclusion. Thoughts around a non-voting member on search committees, perhaps this would be the Director of Diversity, were discussed.
ACTION ITEM: Co-chairs confirm the current faculty hiring procedure.