



Diversity & Inclusion Committee

Meeting Minutes

Monday, June 25, 2018

1:00 – 2:00pm EST

CH 103 or via conference call:

In Attendance: Lucy Bourgeault (Director Admissions), Ann Cardinal (Director of Student Recruitment), Tristen Click (GD student), Erica Hare (CFO/Exec. VP for Admin) - *chair*, Samuel Kolawole (W&P student), Yoly Mancilla (WCYA Student), Cori McCarthy (WCYA Alum), Chiyomi McKibbin (Campus Services Coordinator), Thatiana Oliveira (Assistant Director, VA), Jericho Parmis (Interim Director, MFAW) – *chair*,

Absent: Will Alexander (Faculty, WCYA), Rick Baitz (Faculty, MC), Hal Colston (VCFA Trustee), Aldrena Corder (GD alum), Trinie Dalton (Faculty, MFAW and W&P), Jimmy Henderson (GD student), David Markow (VP for Student Services), Liz Patton (Faculty, MAT/MA), Tamara Perkins (Film student), Jennifer Pun (MFAW Student), 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 shared Faculty diversity data. It was discussed as an informal sample, given that the data was provided from Program Directors and not directly from each Faculty member. The Committee continues to support implementing a formalized Diversity & Inclusion Faculty survey in the near future.
- Cultural competencies training remains a standing item as we confirm which organization can best offer this training.
- Lucy (Director Admissions), described efforts in Admissions toward greater Diversity & Inclusion:
 - Specifically, updates to the admissions application:
 - Separating “race” and “ethnicity” into two different fields.
 - Much broader list of languages
 - Much broader list of gender identification
 - These new options map to Power Campus (the college’s student information management system)

ACTION ITEM: Lucy will send Committee the link to the new application.

- Committee discussed current practices in VCFA dormitories and gender designation. Committee considered that one floor of a dormitory (some programs already offer this) or one of the dormitories entirely, could be designated as all-gender.

- How does VCFA compare to other colleges and arts institutions?
- Do any of the programs permit students of different gender to room together? (Visual Art does.)
- What is the capability of the college to offer privacy?
 - ex. From longer & wider shower curtains to re-building the stalls altogether.
- Would we hire a consultant to come in and evaluate our campus re: Diversity & Inclusion? (Perhaps similar to what the college did for evaluating our campus re: A.D.A.)

(FUTURE) ACTION ITEM: Can the Committee write a “best practices” regarding this, to share with Space Committee?

- Yoly Mancilla (WCYA Student) presented her proposal to establish optional Diversity & Inclusion workgroups for each program and was met with support from the Committee. (The written proposal was shared with members prior to the meeting.)