



**Spring Town Hall
3/8/2017 @ 2:30 - 4:00 PM
Leake Lecture**

INTRODUCTIONS

Academic Affairs goal: Mission statement

Student Life goal: Transportation changes and troubleshooting

AGENDA

COMMUNITY EXPECTATIONS

I. Faculty Diversity Training

A. Colette Veasey-Cullors, Clyde Johnson, Christopher Batten (student)

1. History of the President's Diversity Task Force

- a) 3 years ago, student interest in equity and inclusion in faculty
- b) "What does it mean to be diverse?"
- c) Black Student Union mobilized campus after Leake elevator incident two years ago
- d) Presentation of document of concerns regarding on campus diversity to President Sammy Hoi
- e) Creation of task force including students, staff, faculty, and administration due to student and President recommendation
- f) 2016-2017 academic year, Diversity audit: unbiased outside firm analyzed documents and statistics and talked to students, staff, faculty and administration
- g) Task force ends at the end of this academic year

2. Faculty training subcommittee

- a) Struggles of implementing training about diversity: new idea to some, does it need to be mandatory, who attends if not mandatory?
- b) What's happening now?
 - (1) Goal for representation in every department
 - (2) On-campus programs
 - (3) Hiring policies under review

B. Questions

- Q: Is there going to be mandatory training?
- a) No final determination, working on structuring training.
- Q: Will there be notification of mandatory training?
- a) Why?
 - b) Student concern that faculty will not attend
- Q: How much influence do students have to impact policy?
- a) Office of Diversity and Human Resources, send an email or go to office
 - b) Send policy suggestions to an administrator and sva@mica.edu

II. Visibility of POC

- A. David Bogan, Provost & Alex Ohmeke, student
- B. Data shows student population becoming more diverse but not faculty
- C. Power and Equity forum - implicit bias training mandatory for faculty search committees
- D. DEIG Task Force: (Diversity, Equity, Inclusion and Globalization)
- E. Audit: campus climate, curriculum, community partnered practices, recruitment and retention, Cultivating and structurizing leadership, infrastructure
- F. GOALS (available on powerpoint)
- G. Q: Do you conduct exit interviews? Why is there a retention issue for faculty of color? How are you mentoring faculty?
 A: Mentoring available for all faculty. Exit interviews are not historically conducted.
- Q: Adjunct or full-time faculty?
 A: Just for full-time faculty, adjunct faculty go through a different hiring process . Diversity training for adjunct faculty has become more rigorous

III. Reporting Incidents of Bias

- A. Estevanny Turns, HR and Title IX Coordinator (eturns@mica.edu)
 1. There are policies that protect students. Policy guidelines available at: mica.edu/equal_opportunity
 2. Incidents should be reported to Human resources
 3. Students are able to choose to be involved or not with the process
 4. How are students protected when reporting a claim?
 - a) Policy guidelines outlines retaliation

IV. Open Q&A

- Q: Have faculty had training on how to better facilitate critiques for students of multicultural backgrounds or ESL students?
- Q: Are ratios of international students in each department considered in training?
 A: Yes, in hiring. MICA belongs to an international group where President Hoi is a chair. Equity and inclusion are issues in they are discussing
- Q: Baltimore city recruitment?
 A: New programs: 15 Baltimore city students were invited to the Benefit Fashion Show and to attend classes on the following Monday. These students

and an additional 20 recommended by local guidance counselors will receive scholarships to attend a portfolio workshop this summer. Effects will be visible in the next few years.

Q: Concern about Career Fair representation of opportunities for majors.

A: Equal representation within departments is difficult for events like Career Fair because 1) career fairs are not productive for some industries, so some companies don't come 2) animation and illustration houses are generally looking for graphic design interns, freelancers that contribute to these houses are the people that need animation and illustration interns. There are networking programs and events available for fine arts and non-graphic design majors available.