

## Diversity Council Meeting Notes

Thursday August 06<sup>th</sup>, 2020

1:00 pm – 3:00 pm

- **Attendance**

Whittney Lathan  
Mark Schafer  
Ashley Gautreaux  
Gina E. Eubanks  
William Gaspard  
Amanda L Martin  
Frances I. Gould  
James Poissot,  
Colt Hardee  
Joy K Sims  
Demetres Casma,  
Sharman J. Charles  
Bruce Cameron

Tara Smith  
Matt Greene  
Xavier Bell  
Renita W. Marshall  
Jamila Freightman  
Denise Fontenot  
Sathivel Subramaniam  
Collins A. Kimbeng  
Marcy Fisher  
Herry S. Utomo  
Shannan Waits  
Stout, David

- **Welcome/Introduction- Whittney Lathan**

- **Ice Breaker/Presentation-What is Privilege? - Joy Sims (Diversity Council Members)**

- Joy Simms presented an Ice Breaker in an effort to help council members gain a better understanding privilege. The ice-breaker concluded by suggesting that understanding our various situations of privilege can help us be mindful as we interact with others
- What exactly is privilege? Members participated in giving their definition or understanding of what privilege is.
- How do you know what your privileges are?
- Activity using both hands and using fingers to show their responses to the answers of the questions. Put a finger down if any of the following have happened to you....
  - Ever been called a racial slur
  - Ever been followed in a store unnecessarily
  - If someone has ever crossed the street to avoid passing you
  - If someone has clinched their purse in a elevator with you
  - If you ever had to schedule a day off for a religious holiday
  - Been accused of not being able to afford something expensive
  - If you have had fear in your heart when being stopped for the police
  - If you ever had to call ahead before an event to see if there were specific services that you needed (Wheel chair ramp...)
  - Been stopped of detained by the police for no valid reason
  - Been bullied for race, sexuality, gender or ability.
  - Been denied services solely because of the color of your skin

- Been afraid of being killed by the police.
    - Closed with Shared experience and thoughts from council members.
  - **Council Member Involvement:** Whitney encouraged all council members to engage with each other respectfully, and that we should strive to listen to each other as we talk (as we would if we were in face-to-face meetings). Therefore, she recommended we minimize the use of Team’s chat during council discussions.
    - Initially mentioned that the chat function would be used very often during meetings however after observing meetings, it is best to limit the utilization of chat while meetings are taking place.
  - **Subcommittee Activity Overview:** Mark Schafer explained how to access three documents: The LSU Roadmap to Diversity and Inclusion, the COA/AgCenter Diversity Strategic Plan, and the Working Subcommittee Discussions on the Diversity Council’s Teams Site. He also described how to “move” from the general session to the subcommittee breakout rooms. David Stout provided additional instructions.
    - **Tasks/Discussion Topics/Outcomes**

**Task 1:** *Elect a subcommittee chair and note taker*  
*-option to use Team’s Note Taking feature*  
*-Allow for off-the-record discussions*

***Suggested Discussion Topics***

*Invite all subcommittee members to share personal experiences or perspectives that might inform or be helpful for the subcommittee or council.*

*In connection with CoA/AgCenter Diversity Strategic Plan Goals (May include relevant sections of the Roadmap to Diversity and Inclusion)*

*Where is the COA/AgCenter today in connection with the goal(s)?*

*How can we/Should we expand/modify goals to be more comprehensive and more consistent with the Roadmap?*

*For each strategy, is it measurable and, if so, how? Do you find the proposed measures convincing, or should other measures be considered or added?*

*Is the goal meaningful and does it fit the vision and the CoA/AgCenter mission or does it need to be removed or modified?*

***Possible Additional Tasks***

*--may be too early for some of these?*

*Assign target dates for different Strategies and Tactics outlined in the Goals of the Diversity Strategic Plan*

*Develop written proposals related to goals for full council to consider.*

- **Wrap Up with Subcommittees.**
  - **Rules**

- Chair-Bruce Cameron
  - Note taker-Ashleigh Gautreaux
- **Partnerships**
  - Chair -Marcy Fisher
  - Note Taker-Sharman Charles
- **Climate and Recruitment**-Possibly divide subcommittee if necessary.
  - Chair- Matt Green, Jamilla Franklin, William Gaspard
- **Education**
  - Chair- Xavier Bell
- **Communication**-Mention for communication subcommittee to talk about criteria for posting on website.
  - Chair – Frances Gould
  - Note Taker – Joy Sims
- **Other Issues Discussed in the General Session**
- We agreed to start a book club. Joy Simms agreed to be the first virtual host. The first book we will read is *So You Want to Talk About Race* by Ijeoma Oluo
- Amanda Martin suggested that all council members take the COA Diversity Training and provide feedback.
- The meeting ended at 3pm