

Diversity Council Meeting Notes

Thursday July 22nd, 2020

1:00 pm – 3:00 pm

- **Update on AVP position**
 - Nearly 50 applicants so far. The interview committee wants someone in place at the beginning of the fall rather the later part so they have begun reviewing applications. Application does not close until July 31.
- **Speaker- Dereck J. Rovaris, Sr., PhD** -Vice Provost for Diversity, Chief Diversity Officer
 - Overview of the LSU Diversity & Inclusion Roadmap 2020-2022
 - Encouraged the group to look at the roadmap in its entirety, but highlighted the following points
 - Campus environment – Accessibility
 - Faculty, Staff, and Students
 - Cultural Adept
 - Digital, communications, and symbolic climate
 - Policies and how we can relate to our communication
 - Thoughts on the role and function of our COA/LSU AgCenter council in furthering the objectives of the roadmap.
 - Q&A
- **Review of Working Title and Purpose**
 - **Working Title:** LSU College of Agriculture/AgCenter Council for Diversity, Inclusion, Equity, and Change
 - **This title was accepted by the membership**
 - **Working Purpose Statement:** The joint council advises our organizations on policies, programs and actions that support and guide our students, faculty, staff, partners, and communities in working toward a more diverse, safe, positive, equitable, and inclusive environment for all citizens of Louisiana regardless of their race, color, gender, ethnicity, sexual orientation, religious beliefs or disability.*
 - **James Poissot suggested adding “age” to the purpose statement.** The group agreed and it was accepted.
- **Introduction and Appointment of Sub-Committees**
 - **5 different sub committees** – each member ask to work on at least one committee. The committees are formed based on the goals presented in the LSU COA and AgCenter Diversity Strategic Plan
 - Rules – council structure and bylaws
 - Mark Schafer
 - Ashley Gautreaux
 - Sathi
 - Michael Salassi
 - Communications – Goal 5
 - Frankie Gould
 - Joy Sims

- Shannon Waits
 - Climate and Recruitment – Goals 1 & 2
 - Denise Fontenot
 - Jamila Freightman – willing to serve on more than one
 - Collins Kimbend
 - Renita Marshall
 - Amanda Martin
 - Matt Greene
 - Education – Goal 3
 - Kristin Stair
 - Xavier Bell
 - James Poissot
 - Partnerships – Goal 4
 - Gina Eubanks
 - Sharman Charles
 - Herry Utomo -willing to serve on climate and recruitment committee
- Kristin Stair suggested to break climate, recruitment, and education to focus on faculty and staff and then another group focused on students as it may be a little overwhelming with all groups together.
- Matt Greene suggested to have a committee focused on students. William Gaspard echoed that it should due to the needs of faculty and staff are different than students.
- Dr. Eubanks mentioned that the council is unique as we are the on campus with the COA, Research Stations and Extension offices in every parish. She further went on to say that the Strategic plan is a document that the council can tear apart.
- Ashley Gautreaux mentioned not to forget the ex-officio members as they can help
- **Updates/Next Meeting**
 - Next meeting will be Thursday August 6 at 1-3pm
- **Close (Questions/Remarks)**