



Diversity, Equity, and Inclusion Council

Fall Meeting

September 14, 2023
4:00-6:00
Baker Building Room 115

Participants

Minutes

Members Present

Evelt L. Simmons, Esq.
Dr. Tracey Tedder
Wilhelmina Tribble
John Grundig
Cassie Paizis*
Dr. Lauren Albaum*
Dr. Laly Joseph*
Gretchen Faraci*
Rachel Williams*
Anna Abell
Tian Ho*
Ibraheem Cazalas
Thomas Range
Dr. Alex Rich
Reg Mungrue
Dr. Christianne Roll
Dr. Shameka Shelby
Dr. Pamela Dykes
Dr. Krista Lewellyn*
Dr. H.A. Nethery
Dr. Jose Dominguez*
Dr. Kyle Fedler
Dr. Johnathan Cazalas*

Members Absent

Dr. Anne Kerr
Cassie Paizis
Dr. Krista
Christianne Roll
Dr. Krista Lewellyn
Dr. Jose Dominguez

- Meeting was opened by Trustee Evelt Simmons
- Prayer by Thomas Range, Director of Simmons Center
- 8 new members were welcomed to the DEIC (*)
- The meeting agenda was in the format of Past, Present, and Future.
- **Past:** Chair Simmons gave a review of the Council’s purpose and mission. There was a suggestion that the word equity was not included enough in the mission statement, and it should be looked at again with that in mind.
 This was followed by a description of the Council’s first major project the Anti-Racist Action Plan (ARAP) in 2021 after the George Floyd murder. The primary focus was the protection and inclusion of students, faculty, and staff of color. This mission was expanded the following year to include all students, faculty and staff. Among examples of the Council’s accomplishments mentioned were:
 - 24 recommendations from the 7 committees
 - Support for the new BSU club
 - DEI Incident Reporting System
 - Focus group Listening Campaign
 - DEI Training from the Simmons Center
 - Expansion of the DEIC to 27
 - Creation of the Florida Southern College DEI statement
- **Present:** It was proposed that the Council add B for “Belonging” to the DEI, making it DEIB. The concept was new to most of the Council Members. Several wanted additional information. After some discussion, the Chair proposed that the issue be tabled to the next meeting and that Council Members be provided information about how including “Belonging” has affected or impacted other colleges and universities who have added it.

Guests

Dr. Alex Ortiz
Anna Bialkowski
Katy Wood
Sophie Grace Posick
Rachel Howard

Mr. Grundig, VP of Admissions gave an update, sharing information about incoming student numbers, retention, and the recruitment process.

LUX 12 DEIC Awareness Campaign: One of the big issues from last year was the lack of awareness of the DEIC to the FSC community. The Communications Department's in-house advertising agency, LUX 12, which is made up of students, volunteered to take the DEIC on as a client, under the guidance of Dr. Ortiz.

The four students, Anna Bialkowski, Katy Wood, Sophie Grace Posick, and Rachel Howard, made a presentation of their campaign plan that sparked much positive discussion from the Council Members. An email will go out to the Members asking for 4 volunteers to work with the LUX 12 team on the project.

- **Future (Spring and Fall Semesters):** It was proposed that the 7 committees from the initial DEIC meet to review the 24 recommendations and see what must be done or changed. The information will be sent to the Council Members asking that they (those who are new) select a committee on which to work.

Lastly, there was discussion regarding the potential for a DEI Summit to be sponsored by Florida Southern College and invite DEI Officers from the colleges in the National Association of Colleges and Universities "NACU." The Council was very much in favor of that and will continue to discuss that possibility.

- The meeting was adjourned at 6:01pm
- Next meeting is a zoom meeting