

2017-2018 Annual Report

Diversity and Equity Committee

Committee membership and those regularly attending:

Kaleb Anderson	Jana Grimes	Renee Madison
Tamara Beauboeuf	Alan Hill	Heidi Menzel
Alesha Bowman	Jarrod Hunt	Julianne Miranda
Elreo Campbell	Kerry Jennings	Juliann Smith
Kenneth Cruz	Sarah Lee	Alicia Suarez
Curtis Ferguson	JC Lopez	

In the 2017-2018 academic year, the Diversity and Equity Committee took a number of steps to serve the DePauw community in adherence to the committee of the s: A summary

detailing issues faced by Trans-identified students at DePauw University. At the November 2017 meeting, one of the student authors of this document was in attendance and offered more perspective on the salient points in the document.

A subcommittee was created to identify, collect, and record the responses to the issues faced by Trans-

met with various individuals around campus in an effort to document initiatives that had already been implemented or were in the process of implementation (see Appendix I for the report on these efforts). Members of the Diversity and Equity Committee met with the Multicultural Student Services Advisory Board as well as the LGBTQIA+ Advisory Board to gain awareness of issues raised by students on these two boards and to explore ways the Diversity and Equity Committee could provide support.

The committee assisted the group tasked with developing and administering the 2017 Faculty/Staff Climate Survey in a number of ways: i) providing feedback on the questions included in the survey, ii) considering various strata on which the results of the survey could be divided, and iii) presenting the findings the committee felt were most compelling to the faculty at the March 2018 Faculty Meeting. Support was provided to the Student Academic Life Committee by having members of the Diversity and Equity Committee attend a meeting dedicated to crafting revised Handbook Language concerning the Observance of Religious Holidays. The full Diversity and Equity Committee reviewed the updated language and provided feedback.

A considerable amount of time during meetings was dedicated to discussing potential initiatives to help better prepare faculty, staff, and students regarding issues facing the community. Examples of such issues include, among others, increasing awareness among faculty of issues faced by underrepresented groups on campus, preparing faculty and staff to successfully facilitate challenging discussions concerning troubling events on campus, and increasing participation by students in initiatives aimed at building community.

Going forward, the committee will continue to serve the community according to the charge outlined in the Academic Handbook. As 2018-2019 will be the third year of the 5-year Inclusion Plan, it may be worthwhile to explore whether the plan should be updated to include new initiatives that address social and cultural developments that have occurred since the introduction of the Inclusion Plan in 2016.

Appendix I:

Responses to Issues Detailed

Trans-

V yq"eqpegtpgf"uvwfgpvu"cwvjqtgf"cpf"uwdokvvgf"c"og o qtcpfwo "vq"vjg"Rtgukf gpvøu"Ecdkpgv" detailing a number of issues faced by Trans-identified students. The document included the following issues:

Training for DePauw University Faculty and Staff on Trans Issues

Training for First-Year Mentors in Respect to Trans-Inclusion

Classroom Pronoun Inclusion

Technology Systems

The Name-Changing System

Inter-Fraterpkv {"Eqwpeknøu"cpf"Rcpj gnngpke"Eqwpeknøu"Tgetwkv o gpv"Uvtcvg ikgu

Gender Inclusive Bathrooms and Where to Find Them

DePauw Student Surveys in Respect to Trans-Inclusion

Additional Issues:

During these conversations, additional issues were identified that were not specifically identified in the document. These additional issues include:

- Health support for trans community
- Health center does no sex education (currently done by Matt)
- Need for funding for higher quality condoms (current condoms are essentially unusable)

Summary

On August 22