

UAH Diversity Advisory Committee Meeting  
November 21, 2019

**Present: Laterrica Shelton – Chair; Leonard Petnga, Deborah Heikes, Mark Reynolds, Jennifer Sims, Liwu Hsu, Gail Montgomery, Zee Aguilera, Vonda Maclin, Rosemary Robinson, Joy Werka, Kannan Grant**

1. Laterrica Shelton passed out a copies of the latest version of the strategic plan, agenda, committee charge and current membership.
  - At this time, Dr. Dawson has not made any changes to the current diversity mission.
  - The new strategic planning will start soon (don't know exact time or time frame).
2. Gail Montgomery discussed the addition of security cameras around campus.
3. Question asked regarding the results of the climate survey administered in 2016.
4. Discussion of how can we better engage our alumni and garner support after graduation.
5. Discussion of when the new climate survey will be administered.
6. Discussion of international students challenges
  - The sense that only OIS can assist international students, which leads to students not be helped in a timely manner.
  - Being sensitive to their religious needs and culture celebrations.
  - International Engineering students not feeling connected to campus. They are seeking faculty support instead of peer support.
  - Consider on-campus festivals to highlight culture celebrations including community partnerships.
7. Laterrica Shelton discussed the Diversity, Equity, and Inclusion Report and its content.
8. Kannan Grant mentioned looking at the Association of Public and Land-grant Universities, (APLU) website for best practices on recruiting and retaining students, faculty and staff.
9. Discussion on having more policies and procedure in print.
10. Jennifer Sims asked how we can acquire qualitative data on enrollment and faculty and staff.
11. Laterrica Shelton asked for recommendations as to how often the group should meet. The decision was once during February, March, September and November and as needed for special topics or issues.

**ACTION ITEMS:**

1. Committee to review the old strategic plan and prepare for discussions with the VP for ODEI.