I. Inclusive Community Strategic Plan Update
   ▪ We are focused foundational work that will support and speak to the IC Strategic Plan. Currently our focus is on how we align our work with UCO’s history. How does that speak to our work
   ▪ We will further the discussion with how a strategic plan aligns with UCO strategic goals, pillars, and mission
   ▪ We will then move the discussion forward to defining diversity, equity and inclusion

II. Curriculum Sub-Committee Update
   ▪ Lindsay Churchill provided an update
   ▪ The proposal is that a student will take a class that has a diversity emphasis as a graduation requirement
   ▪ Dr. Churchill presented the Diversity Curriculum proposal to faculty senate. They were supportive.
   ▪ Currently focused on the logistics of implementing the program. For example, how will we determine curriculum, paperwork?

III. Inclusive Community Response Team Update
   ▪ Zero incidents reported this spring
   ▪ The committee has been focusing on discussions that address:
     o Best/Emerging Practices
     o Case Studies
     o Provide a space to talk through projects, policies, procedures, practices
   ▪ March Meeting was with Athletic Director, Stan Wagner. Discussed the Athletics Strategic Plan and provided feedback from the group on how DEI can work in that strategic planning process

IV. Continuous Cultural Competence Update
   ▪ We shared this with the campus last month and have received overall positive feedback.
   ▪ Specifically, with the approach of engaging our faculty and staff community with the many DEI discussions that we currently have around our campus
   ▪ As mentioned last month, the next steps include solidifying an advisory team so that they are able to approve events submissions, determine if there are any topics that need to be addressed that we are not addressing, and how to assess the program.

V. Pronouns and Chosen Name Project Update
   ▪ Diane Fienberg shared that discovery work still continuing
VI. Tulsa Race Massacre Commemoration Week
- Dene Roseburr-Olotu shared that the Tulsa Race Massacre Commemoration Week will occur 3/29-4/2. Collection of many events across campus. Participation from faculty and staff considered towards Continuous Cultural Competence engagement. Events will soon be listed on Office of Diversity and Inclusion website. They are also listed in Learning Center.

VII. UCO Black Fraternities and Sororities Project
- Kristi Kohl presented the UCO Black Fraternities and Sororities Project. The exhibit in library archives collection. Goal was to educate the community about black Greek life contributions to campus and community. Kristi researched the Digital Collections archive and image gallery on library website to gather pictures and info. pertaining to history of black Greek life at UCO. Collaborators: Sara Watkins, Alexa Harris student president of NPHC, Pam Edwards, Jackie Mansker provided photos, and Chambers Library staff. The exhibit highlights chapter traditions, past events, community services. Full online exhibit available on https://libguides.uco.edu/artexhibits/black_fraternities_sororities

VIII. Translation of Documents Discussion
- Mary Deter-Billings shared that there is a need to translate English to Spanish documents on campus. For instance, enrollments forms, training docs, etc. She is sure there are other language that these documents also require translation
- Employees have been volunteering their time to translate in addition to performing their current role.
- Seeking feedback for how to identify a best practice on compensating these individuals, how to determine if specific docs should not be translated by just anyone, and find if there are any other language translations needed.
- Committee suggested to hire a translator (person, agency, contractual) to provide these services to the UCO community and community at large.
- Could also publish a list of contractual translators as a resource for the campus

IX. UCO Diversity, Equity & Inclusion Updates
- Greg White – 5/13/16 – Ain’t Misbehaving, Erin Clemmons, UCO alum who now works on Broadway, will direct the show
- Brian Lamb – commissioned UCO alum to write closing piece for the concert with a written score to commemorate the Tulsa Race Massacre. This score will also be featured in an opera he is writing called Greenwood, which is about the Tulsa Race Massacre.
- Camille Farrell – Global Cultural Competency opportunities through STLR – please remember to STLR tag these great DEI events.
- Trevor Cox – Antiracist Pedagogy Group is doing Antiracism 101 webinars on the first Fridays of the month
X. Reports from Faculty and Staff Senates
   ▪ Brenton Wimmer – Staff Senate, Stockton Duvall shared HB 1888 – seeks to ban all public bodies from conducting
   ▪ Lilianna Renteria Mendoza– Faculty Senate, Dr. Simmons presented division updates, diversity curriculum subcommittee presented, digital accessibility coalition presented, discussed shared governance.

XI. Reports from Faculty and Staff Associations
   ▪ Barry Lofton, AAFSA – Collaborating with ODI regarding Tulsa Race Massacre Commemoration Week events. Dialogue with the Dean with Dr. Simms will be one such event.
      o Barry suggested that AAFSA or Committee on Diversity work with Old North to diversify their pictures. They are predominantly white people.
      o Kristi Kohl of Collections is currently working on this project with Nicole Willard and is happy to receive feedback on which pictures to use.
   ▪ Mickie Vanhoy, shared that the Native American Faculty/Staff Association has scholarship dollars. She will work with Dene Roseburr-Olotu to coordinate the scholarship process

XII. Other Business
   ▪ No other business

XIII. Next Meeting: 3:30 p.m. Wednesday, April 14