AP Committee Minutes of the Meeting of February 20, 2012

Members Present:

Brian Cole, Michelle DeWitt, Jim Rademaker, Scott Richardson, Michael Eichberger, Ed Simon, Dave Feenstra, Diane Laughlin

Absent:

Michelle McCloud, Nick Nelson, Luanne Brown, Quincy Williams, Jackie Rautio

1. **Minutes**

The minutes from the January 16th, 2012 AP Committee meeting were approved.

1. **Announcements: Dave Feenstra is retiring! Congratulations Dave….**
2. **Guest Speaker: Sean Huddleston**

* Office of Inclusion and Equity – Director of Intercultural Training/Inclusion Advocacy/Intercultural Competency Certificate.
* Has been in Intercultural Training for a while, but previously in corporate America. Always been involved with diversity issues.
* Had worked with Jeanne Arnold previously… she told him of position here.
* Four core training workshops that they’d like everyone working at GVSU to be involved with. 1. Respect in the Workplace. 2. Understanding Equal Employment Opportunity and Affirmative Action. 3. Sexual Harassment Awareness. 4. Understanding Americans with Disabilities Act…
* Offering above trainings online – 10-15 minutes each module. Not available until mid-March, 2012.
* Assessing your Intercultural Competency: covers 4 dimensions… emotional resilience, flexibility and openness, perceptual acuity (communication skills), personal autonomy – how you maintain your own cultural identity in other cultures.
* Developing workshops to go further into assessment (Level 100).
* (Level 200) Building dialogue for intercultural conflict: Crucial Conversations: Tips for Talking when the stakes are high.
* (Level 300) Developing your Intercultural Communication Skills.
* (Level 400) Culture and Power – advanced communications.
* The long range goal is to develop COMMUNITIES OF PRACTICE. It’s great to have training, but we want to make sure they are practicing these skills correctly. Holding mini-meetings, maybe informal online chats, etc. Checking with one another to make sure we are doing well.
* Would like to start bringing in experts to talk about some of these subjects (i.e. conflict: putting together a workshop on LGBT issues and religion).
* One or two hour sessions not long enough, which is where the communities of practice come in – to continue the discussion.
* Want to develop a **common language**, common ideas that are heard across the university. Maybe coming up with a glossary of terms.
* Bringing in ideas from the world, our own country, our state, and the GV community (climate studies, topics being discussed on campus).
* For Admissions/students: respect in the workplace/classrooms.
* Believes we ALL have issues of bias, we all want to be respected, so we ALL need to change. When we connect people, we can’t call out any one specific group.
* Any staff in I&E to work with incoming freshmen class? Working on it – first level of contact is important.
* Sits on a panel with RA’s about behaviors in the dorms. Talk about micro-aggressions. Call it “The Challenge”. Asking students to think about what they say.
* Are we doing well compared to other universities? GV in many ways is ahead of others in I&E. Have an office of I&E, direct information to all groups on campus. We still have issues…. There are issues concentrated within certain departments.
* Tree of Knowledge: starts with your beliefs, goes to preferences, goes to skills, and then impacts the environment. Trying to turn the tree upside down. The environment impacts your beliefs, not the other way around.
* Huddleston feels that there has been a lot of early work done in West MI, and that the next wave of progression is here at GV. There is more pronounced inclusion here in Grand Rapids than in Detroit.
* The new inclusion piece will be socio-economic status. It’s huge in Michigan alone, and something we need to address. Hope to start conversations in late Fall/Winter next year.
* Some very preliminary discussions on the population of military folks here at GV. More troops coming back, going to school. Concept of non-traditional students.
* You can fill out a request for a workshop, it can be for training students, faculty, anyone.

1. **Old Business**

* **Update re: Discussion with HR on Procedure for Complaints & Grievances** Luanne sent an email, Sue has been working on this quite a bit, by the next meeting it may be all finished. We can take a look now, but do not disperse just yet.

1. **New Business/Sub-Committee Reports**

* Professional Development: (Dave Feenstra): Excellence Series is going well, no real report. Ed Simon will take over this role.
* Awards: (Michael Eichberger): Announcement on website: public folders? Need more award nominations…..Push: Commitment to Diversity, Innovation, and Service to Community.
* Salary & Benefits: (Jackie Rautio): no report/absent
* Public Safety: (Michelle DeWitt): no report
* AP Luncheon: (Jim Rademaker): Date Change!! Perhaps April 23rd. Food? Laker for a Lifetime.
* AP Open Forum: (Quincy Williams): no report/absent
* 360 degree Evaluation Committee: (Quincy Williams): no report/absent

1. **Next Meeting:** Need to discuss elections at the next meeting, how it will be announced at the Luncheon.
2. **New Business:** none
3. **General Discussion: none**