

**BLACK FACULTY AND STAFF ASSOCIATION
MINUTES**

January 15, 2016

4:15 PM – 5:45 PM

Present: Tara Bivens, Takeelia Garrett, Donald Mitchell Jr., Michael Scantlebury, Jazmine Williams, MarcQus Wright

1. Welcome (Garrett)

2. Purpose of the Meeting (Garrett)

3. Secretary/Historian Position Still Open (Garrett)

The position is still open. Garrett nominated Williams and Williams declined the nomination. No other nominations were presented and the position still needs to be filled.

4. Students of Color Graduation (Garrett)

ReChard Peel, student in the M.Ed. in Higher Education program and graduate assistant in the Office of Multicultural affairs, has volunteered to organize the graduation. He has done similar events at Norte Dame and Purdue University. BFSA would like to purchase graduation cords or stoles for Black students as part of the celebration. Wright will check on the prices he paid for stoles for his students. Wright will get a list of graduating students from Mary Britton, Registrar's Office. Mitchell will get a list of graduating students from Philly Batty, Institutional Analysis (suggested query African American students with 90+ credits). In addition to buying stole for graduates for the year of 2016 (Fall, Spring/Summer, and Winter semesters), BFSA will use the list to see if students are interested in an event in addition to the Students of Color Graduation. The Asian American and Latin@ groups plan on having separate events for their students. As part of the celebration, each association will present a declaration statement (i.e., mission of BFSA, inspirational message). Mitchell will write the statement; Garrett will present the statement during the event.

5. Charles H. Wright Museum trip subcommittee planning chair needed (Garrett)

Wright volunteered as chair of the committee. Wright or Mitchell will connect with Prof. Louis Moore to see if he can conduct a pre-departure educational session prior to the event. Wright suggested that as a distant future event that BFSA plans a trip to the African American museum in Washington, DC.

6. Jim Crowe Museum trip subcommittee planning chair needed (Garrett)

Wright volunteered as chair of the committee.

7. Social Committee Chair? (Garrett)

Garrett asked if BFSA should have a social committee chair. The group unanimously agreed, but no one volunteered for the position. The position remains open.

8. Mentoring collaboration with NIARA, Black Women Connect, Latina Network, and the Grand Rapids Chamber of Commerce (Garrett)

They would like our support with this initiative (time and funds). The group agreed unanimously to support the initiative. We are waiting on what the group needs from us; this will come from Allison Montai, Women's Center.

9. Campus Climate Survey (Garrett)

42% of the campus responded and results will be available this semester. Inclusion and Equity will begin conducting focus groups in March to fill-in some of the gaps from the survey data. If you know of anyone who is interested, please pass the names to Garrett.

10. Inclusion Advocate Review and Inclusion Hiring processes (Garrett)

Garrett fielded interests for these two committees. Williams, Bivens, and Scantlebury all volunteered for one or both of the committees. Garrett will forward their names to the appropriate parties.

11. Open Items

a. Hospitality and Tourism Management (HTM) Update (Scantlebury)

Scantlebury discussed the limited number of minority students in HTM (~5% Black). They are in the process of launching the National Society of Minorities in Hospitality chapter on campus. Scantlebury would like to connect the BFSA with a contact from McDonalds who is looking to dedicate time to recruiting minorities in HTM and serving as a guest speaker.

10. Next Meeting (Garrett)

February 19, 2016 at 4:00 PM; Chez Olga suggested and seeking to support Black businesses; location TBD

Meeting adjourned.