

Standing Committee Annual Report

Name of Committee or Council: Diversity Committee

Chair: Marcus Hayes

Meeting Dates in Current Year: Full Committee meetings on 11/20/20, 4/1/2021

Major Actions or Accomplishments:

- A Place at Our Table Discussion Groups.
 - Description: Austin Peay State University Interim President Dannelle Whiteside is partnering with APSU's Office of Equity, Access and Inclusion and the University's Diversity Committee for a new, campus-wide initiative, "A Place at Our Table."

Through this initiative, members of the campus community will meet in groups to discuss the nation's racial and social challenges. These group discussions will delve into the conscious and unconscious biases that affect how people may perceive the world, interact with others and envision the future.

The conversations will use books, articles, TED Talks, webinars, movies and other media to help guide participants to consider new perspectives, engage with colleagues and peers, admit their own vulnerabilities and accept responsibility for their thoughts and actions.

These groups of 5-6 people will engage in weekly, bi-weekly, monthly or quarterly discussions, depending on the group. Each meeting will be guided by an inclusion coach who will receive training from the Office of Equity, Access and Inclusion and members of the Diversity Committee.

These discussion groups are meant to provide different voices from across campus with a safe space to establish trust and respectfully engage in important and meaningful conversations. "A Place at Our Table" was developed to foster a diverse, affirming, and inclusive work and school environment. All campus members, including faculty, staff and students, are invited to be a part of a discussion group.

- The PEAYple's Voice: Dialogues on Diversity presentations.
 - Description: A new initiative helping to foster an environment of differences and inclusion from the PEAYple at APSU. The monthly sessions will cover a wide-range of topics from historical moments, ageism, sexism, racism, or to simply bring awareness to a current social justice issue. The PEAYple's Voice is meant to help the campus community to continue engaging in meaningful conversations as well as to further create an inclusive GOVS community. Each month, there will be opportunities provided to encourage campus members to get involved.

You don't want to miss these dialogues on diversity or your chance to be involved in building a more empathetic campus community. The PEAYple's Voice: Dialogues on Diversity will be facilitated by Marcus Hayes, Chair of the Diversity Committee and LaNeeça Williams, Chief Diversity Officer.

- Sessions included: "Millennials, Gen Y and Gen Z," "Good without God: The Secular Community," "Racism against Asian American/Pacific Islander Communities"
- "How to be a Partner in Justice" Presentation for Campus Community
- "How to be a Partner in Justice" Presentation for Athletic Coaches
- "How to be a Partner in Justice" Presentation for Student Athletes
- Diversity Overview Presentation with the Department of Biology by Chair of Diversity Committee
- Diversity Committee representation to select the inaugural Center for Academic Faculty Excellence (CAFÉ) Director
- Diversity Committee representation on the Quality Assurance Funding, Equity Standard working group