

# Diversity and Inclusion Committee

## End of Year Report

Respectfully Submitted by:

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Hello! Welcome to the 2021-2022 Diversity and Inclusion Committee End of Year Report. This year has been a bit chaotic, but overall the committee completed or made progress on a lot of really cool projects, and did lots of cool events! I am very proud of the work that we accomplished this year, and I am especially proud of all of the people who were on the Diversity and Inclusion Committee this year.

## **Events**

### **- National Coming Out Day**

- Date: Originally planned for October 11, 2021, actually happened on October 12, 2021
- We originally planned to co-host this event with SAB and the CDI, but due to shipping issues, SAB did not get their items for the event by the date of the event. Due to this we did have to kinda throw something together and had the event the next day (it was postponed due to rain) and overall it was very successful.
- We got help from BQB to host this event, and they sold earrings, and had a table where you could make your own earrings. (Shout out to all of the help I got from the Environmental Affairs committee in planning this)

### **- Know Your IX**

- We did this event in collaboration with Health, Wellness, and Safety and Ryan Nely (Institutional Compliance officer) to better educate the student body on what Title IX was.
- Although attendance was low, we had a really good discussion.
- Hosting this event again might be a good idea, with a specific focus on Organization Presidents or something. Consider Reaching out to Student Affairs to work that out.

### **- Power to Heal Showing**

- So originally the goal was to hold this event during 1st semester, but unfortunately, things happen, so it was actually hosted on February 24, 2022 in the Planetarium
- This event went pretty well, but one of the biggest things is that Student Government struggled with this year was student engagement, and this event really showed that.
- Despite the low attendance, this event was a success, and the audience seemed to enjoy it.
- Also a note: the planetarium is a very cool venue for film showings and presentations, and is completely free to student organizations. Just email the planetarium director (right now that is Jared Young), and he will most likely let you use it as long as there isn't already something going on.

### **- Diversity Week!**

- So, as you may recall, there was a global pandemic occurring in 2020, and like the world kinda shut down for a bit? Well amidst the spring of 2020, we were supposed to have Diversity Week, but due to the multiple ongoing global crises at the time, that did not really happen....
- And then lucky for us, there was a lot of cool diversity week merch, such as tote bags, stickers, and a banner. And so we held Diversity week again!
- So The Diversity week events were:
  - **Faith and the LGBTQ+ Community Panel:**
    - Monday, March 28, 2022, 5pm, Georgian C

- This was a fun little idea we had after looking at the end of year report from 2020 (sidenote: end of year reports are actually really cool and epic, and you should definitely read them)
- Basically, they were gonna host it in 2020, and then we decided, especially after the events of the Resource Center (which will be detailed later in this report)
- Ok but this event went really well. We reached out to various members of the campus community, including faculty and student leaders to make a panel, and we had cookies and lemonade.
- [Here is a link to the discussion questions](#)
- **Equity Recap Discussion:**
  - Tuesday, March 29th, 2022, 4pm, SUB Alumni Room
  - So we held a similar event last year, and it was fun, educational, and very well attended.
  - After getting some feedback, we hosted this event again, and I think it would be a good thing to do as an annual event.
  - Basically, we just invited quite a few different university administrators (President, Academic Affairs, Student Life, U&I/FSL, Institutional Compliance, Admissions/Enrollment, Advancement, DPS, and Student Government to give reports about improvements/changes their department has made in terms of DEI.
- **Rigged Showing**
  - Thursday, March 31, 2022
  - So we wanted to do a film showing of *Rigged: The Voter Suppression Playbook*
  - Nobody showed up :(
  - We were also collabing with External Affairs to register voters for this event, which would have been cool but nobody came.
- **Housewarming Party for the LGBTQ+ Resource Center**
  - So we wanted to do an official opening event for the new LGBTQ+ Resource Center. The space that the resource center is in is too small to accommodate all the people that would most likely want to come to this, so we held the housewarming party on the quad.
  - It was very well attended, we had a sheet cake, cookies, lemonade, giveaways, and SAB did a Tie-Dye event.
  - Overall, this event was a hit, and it was fun.
- Overall Diversity Week Suggestions: This was a pretty successful event. Unfortunately, it was not promoted as much as it probably should have been because we had an issue getting posters. Also maybe don't schedule diversity week the week before elections, because that was kinda chaotic.

## Projects

### - LGBTQ+ Resource Center

- Project Status: Ummm kinda mostly complete, besides ongoing work that will need to be done for a while now
- Project info:
  - Ok, so Student Government has been working on this project for a while (since at least 2010). We passed another resolution in support of the center, and it was sort of a whole ordeal (but it was the most well-attended student government meeting I have ever seen)
  - The resolution, ([linked here](#)) was basically just saying that the Student Government still supported establishing an LGBTQ+ resource center, and that we would like to be involved in the process. The one thing that did make this resolution different, is that in order to gauge student support of the LGBTQ+ Resource Center, and by the time the resolution passed, there were 1007 signatures(aka 23% of the student body signed the petition).
  - The petition did lead to some counter petitions, and 🗳️drama🗳️ and yah. (if you want to know about that, [here](#) is a TMN link to the news story.
  - Luckily, the resolution passed, and so that really got the ball rolling on establishing the LGBTQ+ Resource Center. Pretty soon after this, Shania (aka the president) and the Diversity and Inclusion committee helped to create an Advisory Board for the Center, and then we had a resource drive to get items donated to the center.
  - We did a grand opening for the resource center on February 23, 2022, and it was pretty epic. We tried to keep it small, due to the ongoing global pandemic and also the small space that the center is in (BH 101).
  - As a part of diversity week, we held a larger opening Celebration outdoors.
- Suggestions for this project in the future:
  - Continue to work with the LGBTQ+ Resource Center Advisory Board. Make sure someone from the committee regularly attends the meetings of the advisory board, and try to do programming through the resource center.
  - Buy a sign for the resource center. Contact Kennedy Cooper ([kkc8132@truman.edu](mailto:kkc8132@truman.edu)) for more info
  - There are also lots of cool stickers, and lanyards that say LGBTQ+ resource center in the stugov storage room, hand those out during truman week, at purple friday, or whenever.

### - Pronouns on Portal

- Project Status: Mostly Complete, I think??
- Project Info
  - Ok so this project is one that the Student Government has been working on for a while.
  - I was ghosted by ITS for a bit, but I eventually did get to meet with them, and confirmed that it is in progress and yeah.

- Last I heard from ITS it would be in place by the end of the year/before the fall semester.
  - Suggestions for this project in the future:
    - Check to see if this actually happened. If it didn't reach out to ITS and ask about it.
- **Size inclusivity**
  - Project Status: Needs to be worked on more
  - Project Info:
    - So generally the idea behind this project is to be more inclusive of people who wear larger clothing sizes
      - For example, when Truman gives all the Freshman shirts, they have a limited range of sizes, and some people are excluded
    - This project does need some more work
  - Suggestions for this project in the future
    - So I would contact Laura, and have a discussion about larger shirt sizes being sold for Homecoming, and events like that
    - For Truman Week, reach out to the Truman Week Committee.
- **Gender Identity in the Nondiscrimination policy**
  - Project Status: Halfway there?
  - Project Info:
    - So Gender Identity is not in the Nondiscrimination policy. And it probably should be.
    - We passed [this resolution](#).
    - Faculty Senate is looking to pass a similar resolution
    - I have met with Ryan Nely (Institutional Compliance), and the University's Legal Counsel.
  - Suggestions for the Future:
    - Continue to work on this, it will just take a while because it is a policy change
- **Land Acknowledgement**
  - Project Status: Pretty Much Done
  - Project Info:
    - We got the art done, framed, and set up in the SUB.
    - We made bookmarks with the art and statement
  - Future Suggestions:
    - Maybe get things to make the cabinet in the SUB HUB that the art is in more aesthetically appealing.
- **Gender Inclusive Housing**
  - Project Status: Done
  - Project Info:
    - This was completed the summer of 2021 by former Diversity and Inclusion Committee Members, Shania Montúfar and Lizzie Cremer.
    - Gender Inclusive Housing will be an option for students living on campus in Fall 2022.
  - Future Suggestions: Just check up on this program.

## **Suggestions**

- Schedule things EARLY. Also promote them, and this will get more people at your events.
- Collaborate with other organizations. Unfortunately, we did not do that great of a job with that this year, but it is really important, and an effort should be made to do that in the future.

Overall, I am really proud of the work that my committee accomplished this year, and I want to thank each and every one of them for all their hard work.