




CHAT LOG

BROWN BAG: Starting a University-wide Dialogue on Diversity, Equity and Inclusion

Tuesday, March 28, 2023 | 12:30 p.m. (KS) / 10:30 a.m. (AZ)




- 12:38:27 From Dionne Jackson to Everyone:**
Hiring of employees and recruitment of students should also include retention of both.
- 12:38:38 From Steve Paternostro to Everyone:**
Reacted to "Hiring of employees ..." with ❤️
- 12:38:39 From Allen Reger to Everyone:**
What about campus ministries? Does that fit within campus climate and culture?
- 12:38:55 From Bill Tsutsui to Everyone:**
Reacted to "Hiring of employees ..." with 👍
- 12:38:56 From Diann DeWitt to Everyone:**
What about community involvement?
- 12:39:06 From Allen Reger to Everyone:**
Or, perhaps more broadly, extracurricular activities?
- 12:39:16 From Steve Paternostro to Everyone:**
Reacted to "Or, perhaps more bro..." with ❤️
- 12:39:58 From Wynndee Lee to Everyone:**
Maybe sub headings would help, campus includes housing, teams, groups, campus faith groups, etc.
- 12:40:05 From Donald Anderson to Everyone:**
Reacted to "Maybe sub headings w..." with 👍
- 12:40:25 From Bekah Wadkins to Everyone:**
Reacted to "Hiring of employees ..." with 👍
- 12:40:48 From Alan Boelter to Everyone:**
Reacted to "What about campus mi..." with ❤️
- 12:41:09 From Allen Reger to Everyone:**
Reacted to "Maybe sub headings w..." with 👍
- 12:41:30 From Kathleen Greene to Everyone:**
Reacted to "Maybe sub headings..." with 👍
- 12:41:56 From Kathleen Greene to Everyone:**
Reacted to "Hiring of employee..." with 👍
- 12:42:04 From Kasey Johnson to Everyone:**
Is this discussion meant to address issues of both UG and Grad?



- 12:42:18 From Tamira Cross to Everyone:**
Is there a clear process for people to notify and bring up issues of concern? How are we promoting this.
- 12:42:18 From Donald Anderson to Everyone:**
Yes, Kasey.
- 12:43:06 From Steve Paternostro to Everyone:**
How do you measure the success of your diversity, equity, and inclusion initiatives on campus and online?
- 12:43:12 From maryalice.grosser to Everyone:**
I agree with Carine, Many times online discussions become difficult for students who see micro aggressions from other students
- 12:43:53 From Donald Anderson to Everyone:**
Reacted to "How do you measure t..." with 👍
- 12:44:01 From Donald Anderson to Everyone:**
Reacted to "I agree with Carine,..." with 👍
- 12:45:28 From April Robbs to Everyone:**
I agree with Gloria. Accessibility tools/budget for online courses and the website would be helpful. We are currently more reactive than proactive because of limited budget and staff time.
- 12:45:43 From Tom Edwards to Everyone:**
As I am thinking of "how do we measure success" and "how do we measure progress", I think back to a prior life with AT&T. I did culture surveys (employee satisfaction and engagement by another name). The surveys were very specific, questions were inclusive of everything we wanted to see improve. The first survey was the baseline. After that, we compared the current survey results both to the last survey and to the baseline to see how things changed. We used a Likert scale. Each survey we'd select one or two items that were priority, tell everyone we were working on those, and keep folks informed. We also recruited "regular" folks to help us resolve each of those issues.
- 12:46:04 From maryalice.grosser to Everyone:**
I think faculty pay is a big issue for hiring diverse staff
- 12:47:05 From Steve Paternostro to Everyone:**
What % representation does our University want to see at each level? Should it reflect the student population or our country's population?
- 12:47:11 From Andy Hazucha to Everyone:**
I agree with Colleen: our student body is significantly more diverse than our faculty.
- 12:47:46 From Heather Tarkany to Everyone:**
Reacted to "I agree with Colleen..." with 👍

- 12:47:53 From Wynndee Lee to Everyone:**
But I do think we are more diverse than say 10 years ago, but more is needed I agree.
- 12:48:20 From maryalice.grosser to Everyone:**
Could we explore groups that are already out there i.e. Hispanic professional groups
- 12:48:29 From Diann DeWitt to Everyone:**
Reacted to "Could we explore gro..." with 
- 12:48:34 From Deja Kyle to Everyone:**
International student applications would be a great start.
- 12:48:39 From Steve Paternostro to Everyone:**
Reacted to "International studen..." with 
- 12:48:43 From Wynndee Lee to Everyone:**
Sign on bonus of some sort?
- 12:48:47 From Heather Tarkany to Everyone:**
Might want to do recruitment at career fairs in places with higher diversity.
- 12:49:10 From Maranda Badeaux to Everyone:**
International faculty members would be great. Mention visa sponsorships in the job postings. If we are able to.
- 12:49:15 From Murle Mordy to Everyone:**
The statement implies that we are not receiving enough diverse applicants. Is this true?
- 12:49:47 From Diann DeWitt to Everyone:**
Reacted to "Sign on bonus of som..." with 
- 12:50:56 From Tom Edwards to Everyone:**
Where do we recruit faculty? If we widen our net, go where the diverse candidates are, we can increase the diversity of our candidate pool. As I say, you won't catch sharks in a farm pond. Then we still just hire the best but we have a more diversity in the pool which means ultimately a more diverse faculty.
- 12:51:29 From Steve Paternostro to Everyone:**
My home town has signage with the local native language "Senica Nation" Should we explore adding more Native Languages?
- 12:52:16 From Tom Edwards to Everyone:**
Have we given thought to how we manage diversity now? As an institution, do we simply acknowledge diversity or do we actually embrace and teach and provide example of how diversity makes us better, stronger, etc.?
- 12:53:30 From Alan Boelter to Everyone:**
I also get those same comments as far as too Christian and not Christian enough both inside and outside the institution.

- 12:53:50 From Tamira Cross to Everyone:**
We also have to look at our competitors for employment. How do we compare in all these areas? How enticing are we as an employment option in these categories?
- 12:54:09 From Heather Faustich to Everyone:**
Hiring Committees on the campuses can be more diverse to encourage diverse hires.
- 12:54:34 From Janet Kincaid (2) to Everyone:**
Reacted to "Hiring Committees on..." with 👍
- 12:54:34 From Tamira Cross to Everyone:**
Reacted to "Hiring Committees on..." with 👍
- 12:54:49 From Dionne Jackson to Everyone:**
Reacted to "How do you measure t..." with 👍
- 12:55:16 From Mary Reed to Everyone:**
I think that's a great point. Who are our students?
- 12:55:31 From Jamie Fields to Everyone:**
Reacted to "Hiring Committees on..." with 👍
- 12:55:39 From Jamie Fields to Everyone:**
Reacted to "I think that's a gre..." with 👍
- 12:55:57 From Steven Boese to Everyone:**
Sciences have had concerns - a tradeoff - backlash- where diverse candidates may not have English as a first language.
- 12:56:45 From Carine Ullom to Everyone:**
Reacted to "I also get those sam..." with 👍
- 12:57:16 From Matthew Fillo to Everyone:**
+1 Peter. Some people will reject OU out of hand for that reason.
- 12:57:30 From Kate Bayne to Everyone:**
Currently on the application - we have two genders and a "do not want to answer" option. Perhaps more options are needed
- 12:57:43 From Courtney Lane to Everyone:**
Reacted to "Currently on the app..." with 👍
- 12:58:12 From Wynndee Lee to Everyone:**
But I don't think you would have to have English as a first language, we have students in that category too. Do have to be able to communicate, but can't be a test of first language or we never get better.
- 12:58:56 From Steve Paternostro to Everyone:**
How do you measure the effectiveness of your diversity and inclusion training programs for faculty, staff, and students?

- 12:59:00 From Ruth Burkhart to Everyone:**
As someone with diverse cultural roots and background due to heritage and areas of world where I've lived, there is a sense of being welcomed and treated respectfully here
- 12:59:05 From Ralitsa Wierison to Everyone:**
International students are limited in their abilities to work and get around while in the US. Increasing number of work opportunities on campus and providing regular opportunities to shuttle off campus for shopping, entertainment can help increase inclusion and retention. Host families program that connects students to home cooked meal/environment and true experience of American holidays is priceless in showing care and interest in retaining them (speaking from personal experience and work experience).
- 12:59:09 From Tom Edwards to Everyone:**
Bingo Angela!
- 12:59:17 From Allen Reger to Everyone:**
Replying to "Currently on the app..."

In progress.
- 12:59:37 From Heather Tarkany to Everyone:**
Reacted to "International studen..." with 
- 13:00:05 From Wynndee Lee to Everyone:**
Reacted to "Currently on the app..." with 
- 13:00:15 From Tamira Cross to Everyone:**
Replying to "Currently on the app..."
We also have maiden name. It could be previous or former name.
- 13:00:18 From Heather Faustich to Everyone:**
Reacted to "International studen..." with 
- 13:00:31 From Kate Bayne to Everyone:**
Replying to "Currently on the app..."










Thanks Allen!
- 13:00:43 From Allen Reger to Everyone:**
Reacted to "Thanks Allen!" with 
- 13:00:51 From Steven Boese to Everyone:**
I have some concerns related to the larger community - perhaps relates to the Ottawa, KS campus only, but there is not a lot of local support or options for diverse populations.
- 13:01:15 From Carine Ullom to Everyone:**
Reacted to "We also have maiden ..." with 

- 13:01:28 From Maranda Badeaux to Everyone:**
Reacted to "International studen..." with ❤️
- 13:01:34 From Wynndee Lee to Everyone:**
Replying to "I have some concerns..."
- Not sure what that means, support/options?
- 13:01:50 From maryalice.grosser to Everyone:**
Agree about representation not being enough. That's why many institutions add belonging to the definition
- 13:01:56 From Carine Ullom to Everyone:**
Reacted to "As someone with dive..." with 😊
- 13:02:07 From Matthew Fillo to Everyone:**
Are we talking about quotas?
- 13:02:19 From Carine Ullom to Everyone:**
Reacted to "International studen..." with 👍
- 13:02:21 From Alan Boelter to Everyone:**
Reacted to "Agree about represen..." with 👍
- 13:02:44 From Carine Ullom to Everyone:**
Reacted to "Currently on the app..." with 👍
- 13:03:06 From Carine Ullom to Everyone:**
Reacted to "Agree about represen..." with 👍
- 13:03:10 From Wynndee Lee to Everyone:**
Replying to "I have some concerns..."
- I guess that assumes living in Ottawa, I see the living as bigger so that folks are comfortable.
- 13:03:37 From Heather Tarkany to Everyone:**
Phoenix area has all those things, but we are still lack diversity on our campus.
- 13:05:01 From Steve Paternostro to Everyone:**
Adding onto Peters comment, is it appropriate to collect that data on students? Diversity outside of race may be private and not proper to probe into.
- 13:05:25 From Tamira Cross to Everyone:**
Maybe ensuring students are provided information on how to create groups to come together and connect and support each other. How could they create a club or social group. Provide information about what is near the campus that they would be interested in. Create a Student Advisory counsel to allow them to have a voice.
- 13:05:25 From Matthew Fillo to Everyone:**
I think that depends on the student.









- 13:08:56** **From maryalice.grosser to Everyone:**
Some instructors more than others
- 13:09:04** **From Steve Paternostro to Everyone:**
Can you give an example of DEI content?
- 13:09:11** **From Dionne Jackson to Everyone:**
I would encourage examination of your general education requirements to consider if there's a requirement that ensures all students will engage with content and/or development of skills related to DEI.
- 13:09:30** **From Brian Vogl to Everyone:**
Perhaps an anonymous hotline to report bullies or being bullied by others. Could be helpful.
- 13:09:30** **From Ralitsa Wierson to Everyone:**
Students struggle to navigate being a student athlete when told by both coach and professor to prioritize one over the other when times clash and they have to be early leaving one or late arriving to the next. Creates anxiety and stress for some. If we recruit Student Athletes, we need to support that balance and help them with it.
- 13:09:52** **From Deja Kyle to Everyone:**
Reacted to "Students struggle to..." with 👍
- 13:09:54** **From Wynndee Lee to Everyone:**
Reacted to "I would encourage ex..." with 👍
- 13:10:03** **From Maranda Badeaux to Everyone:**
Can't we require a "cultural course" like we require The Gospels?
- 13:10:04** **From Heather Tarkany to Everyone:**
Reacted to "Can't we require a "..." with 👍
- 13:10:14** **From Heather Tarkany to Everyone:**
Reacted to "Students struggle to..." with 👍
- 13:10:16** **From Kellie Burdg to Everyone:**
Reacted to "Can't we require a "..." with 👍
- 13:10:18** **From Emily Reimer to Everyone:**
Reacted to "Can't we require a "..." with 👍
- 13:10:29** **From Emily Reimer to Everyone:**
Reacted to "Students struggle to..." with 👍
- 13:10:33** **From Kellie Burdg to Everyone:**
Reacted to "Perhaps an anonymous..." with 👍
- 13:10:37** **From Emily Reimer to Everyone:**
Removed a 👍 reaction from "Can't we require a "..."







- 13:10:43 From Kellie Burdg to Everyone:**
Reacted to "I would encourage ex..." with 👍
- 13:11:13 From Kellie Burdg to Everyone:**
Reacted to "In progress." with 👍
- 13:11:17 From Kellie Burdg to Everyone:**
Reacted to "We also have maiden ..." with 👍
- 13:11:19 From Carine Ullom to Everyone:**
Can you give an example of DEI content?
Films, images, music, writings from sources around the world.
- 13:11:33 From Kellie Burdg to Everyone:**
Reacted to "International studen..." with 👍
- 13:12:00 From Allen Reger to Everyone:**
Replying to "Can't we require a "..."

Cf. Dionne Jackson's comment above about gen ed requirements.
- 13:12:05 From Kellie Burdg to Everyone:**
Reacted to "I agree with Gloria...." with 👍
- 13:12:22 From maryalice.grosser to Everyone:**
We can also encourage articles and videos in our curriculum on White Privilege etc.
- 13:12:31 From Kellie Burdg to Everyone:**
Reacted to "We can also encourag..." with 👍
- 13:12:40 From Maranda Badeaux to Everyone:**
Reacted to "Cf. Dionne Jackson's..." with 👍
- 13:13:03 From Wynndee Lee to Everyone:**
Maybe having a "book talk" each semester open to faculty and students with different perspectives/backgrounds.
- 13:13:03 From Brianne Fulton Miller to Everyone:**
Reacted to "We can also encourag..." with 👍
- 13:13:42 From Wynndee Lee to Everyone:**
Sorry, to follow up, like the Ottawa Reads program the Ottawa Library does, but across all OU communities.
- 13:13:42 From maryalice.grosser to Everyone:**
I agree about the other reading opportunities
- 13:13:59 From Bekah Wadkins to Everyone:**
Reacted to "Students struggle to..." with 👍
- 13:14:06 From George Arasimowicz to Everyone:**
Inclusion of and subject matter about neurodiverse people needs to be supported and advanced.

- 13:14:24 From Kellie Burdg to Everyone:**
Reacted to "Inclusion of and sub..." with 
- 13:14:43 From Ruth Burkhart to Everyone:**
Replying to "We can also encourag..."
- Primary differences among culture revolve around individualism vs collectivism in family and community life. This includes consideration of time and space differences, as well as family structure, hierarchy, and roles.
- 13:15:04 From Kate Bayne to Everyone:**
Including linguistic relativity/determinism into the LAS courses would be helpful
- 13:16:02 From Amanda Fields to Everyone:**
I recently talked with a colleague about how certain lab practices are offensive to certain populations of students (dissection of certain animals that have significance in their culture). I had no idea this was an issue. I don't know what I don't know, so we need to keep communicating!
- 13:16:15 From Wynndee Lee to Everyone:**
Reacted to "I recently talked wi..." with 
- 13:16:17 From Kate Bayne to Everyone:**
We could think of ways to leverage the EMBA to help other MBA students get a global flair
- 13:16:18 From Carine Ullom to Everyone:**
Reacted to "I recently talked wi..." with 
- 13:16:22 From Dr. Karen M. Bryson to Everyone:**
Reacted to "I recently talked wi..." with 
- 13:16:22 From April Robbs to Everyone:**
I'm a fan of Michelle Pacansky-Brock's Humanizing material. It is geared towards online, but many of the principles apply in the f2f classroom like building trust, presence, awareness, and empathy to help build belonging.
<https://brocansky.com/humanizing/infographic2>
- 13:16:26 From Kellie Burdg to Everyone:**
Reacted to "We could think of wa..." with 
- 13:16:29 From Kellie Burdg to Everyone:**
Reacted to "I recently talked wi..." with 
- 13:16:35 From Kim Staples to Everyone:**
Reacted to "We could think of wa..." with 
- 13:16:40 From Carine Ullom to Everyone:**
Reacted to "I'm a fan of Michell..." with 
- 13:16:42 From Jamie Fields to Everyone:**
Reacted to "We could think of wa..." with 

- 13:16:49 From Dr. Karen M. Bryson to Everyone:**
Reacted to "I'm a fan of Michell..." with 👍
- 13:16:58 From Ruth Burkhart to Everyone:**
Replying to "I'm a fan of Michell..."
- great idea, April
- 13:17:07 From Courtney Lane to Everyone:**
Reacted to "I'm a fan of Michell..." with 👍
- 13:17:33 From Courtney Lane to Everyone:**
Reacted to "I recently talked wi..." with 👍
- 13:17:36 From Rebecca Rubin to Everyone:**
How about employee training for other religions, cultures, sex orientation, so we are informed on norms
- 13:17:37 From Maranda Badeaux to Everyone:**
I believe there needs to be more study abroad opportunities to our students/faculty to gain a more global perspective.
- 13:17:52 From Kellie Burdg to Everyone:**
Reacted to "How about employee t..." with 👍
- 13:17:59 From Kellie Burdg to Everyone:**
Reacted to "I believe there need..." with 👍
- 13:18:07 From Heather Tarkany to Everyone:**
Reacted to "I believe there need..." with 👍
- 13:18:09 From Carine Ullom to Everyone:**
Will adjuncts be invited to the faculty listening sessions?
- 13:18:17 From Carine Ullom to Everyone:**
Reacted to "I believe there need..." with 👍
- 13:18:22 From April Robbs to Everyone:**
Reacted to "Will adjuncts be inv..." with 👍
- 13:18:40 From Lee to Everyone:**
We're ultimately addressing key components of individual or group identity. Any opportunity we have to engage in and encourage education of our differences and similarities is useful and highly mission driven.
- 13:18:49 From Kellie Burdg to Everyone:**
Reacted to "We're ultimately add..." with 👍
- 13:18:51 From Heather Tarkany to Everyone:**
Reacted to "We're ultimately add..." with 👍

- 13:19:08 From Justin Clarke to Everyone:**
Will these slides be available? It would be nice to have the working definition of diversity, equity and inclusion available, since these can be contentious.
- 13:19:09 From Wynndee Lee to Everyone:**
Reacted to "Will these slides be..." with 
- 13:19:12 From Murle Mordy to Everyone:**
Have we considered more conversations with the students?
- 13:19:23 From Bill Tsutsui to Everyone:**
Reacted to "Will these slides be..." with 
- 13:19:25 From Kellie Burdg to Everyone:**
Reacted to "Will these slides be..." with 
- 13:19:27 From Peter Jacobsen to Everyone:**
Reacted to "Have we considered m..." with 
- 13:19:43 From Carine Ullom to Everyone:**
What about sending out resources? Readings? Films?
- 13:19:49 From Brianne Fulton Miller to Everyone:**
I agree that hearing the student perspective is important, Murle. And to continuously engage them.
- 13:19:49 From Lara Boyd to Everyone:**
This session / recording will be made available on the MyOttawa portal.
- 13:20:02 From Heather Tarkany to Everyone:**
I also think that we'll get a more balanced population - diversity and culture will change.
- 13:21:03 From Lara Boyd to Everyone:**
THE NEXT BROWN BAG SESSION will be next Thursday for the HLC Countdown. An invitation will be coming out later today!
- 13:21:03 From Chad Taldo to Everyone:**
Can we work with our educational/corporate partners to understand how they are handling this topic? they might have some good ideas/resources we could benefit from.
- 13:21:13 From Bill Tsutsui to Everyone:**
Reacted to "Can we work with our..." with 
- 13:21:21 From Kellie Burdg to Everyone:**
Reacted to "Can we work with our..." with 
- 13:21:23 From Kasey Johnson to Everyone:**
Reacted to "Can we work with our..." with 
- 13:21:29 From Kathleen Greene to Everyone:**
Reacted to "Can we work with o..." with 
- 13:21:32 From Kim Staples to Everyone:**

- 13:21:34 **From Carine Ullom to Everyone:**
Reacted to "Can we work with our..." with 
- 13:21:35 **From Keith Kyle to Everyone:**
Reacted to "THE NEXT BROWN BAG S..." with 
- 13:21:39 **From Janet Kincaid (2) to Everyone:**
Reacted to "Can we work with our..." with 
Thank you. Great thoughtful discussion.
- 13:21:45 **From Bill Tsutsui to Everyone:**
Reacted to "Thank you. Great tho..." with 
- 13:21:48 **From Kasey Johnson to Everyone:**
Thank you!
- 13:22:03 **From Janet Kincaid (2) to Everyone:**
Reacted to "Can we work with our..." with 
- 13:22:15 **From Julie McAdoo to Everyone:**
Thank you for this session.
- 13:22:23 **From Bekah Wadkins to Everyone:**
Thank you!
- 13:22:26 **From Keith Kyle to Everyone:**
Thank you!
- 13:22:28 **From Jessica Campbell to Everyone:**
Thank you
- 13:22:30 **From Kevin Maret to Everyone:**
Thank you, this was an insightful discussion.
- 13:22:31 **From Kathleen Greene to Everyone:**
Reacted to "Will these slides ..." with 
- 13:22:34 **From Deja Kyle to Everyone:**
Thanks everyone!
- 13:22:38 **From Brianne Fulton Miller to Everyone:**
I really appreciate the committee working towards this. I am impressed by the measures taken by many of the folks on our campus! Even talking about it is progress.
- 13:22:42 **From Brian Vogl to Everyone:**
Thanks for the informative meeting.!
- 13:22:45 **From Allen Reger to Everyone:**
Thank you to the committee for all your good work so far!
- 13:22:54 **From Jamie Fields to Everyone:**
Thank you for this session and for the good work the committee is doing!