

Inclusion, Diversity & Equity Alliance
Wichita State University School of Performing Arts
Meeting Minutes
OCTOBER 4, 2020

In Attendance:

Esme Banuelos, Aviance Battles, Sarah Bussard, Cheyla Clawson, Taurean Everett, Da'Merius Ford, Mirta Santana Morales, Emerson Ross, Stacy Salters, Alicia Sanchez, Nick Smith, Deiondre Teagle

Not In Attendance:

Vivian Young

Announcements

- Minutes from last meeting
 - none
- Cheyla
 - Meetings won't be recorded & shared publicly
 - Approved minutes will be shared as a record of what the Alliance is doing
- Stacy
 - Public website has been created with bios, meeting minutes & other information for public consideration

Upcoming Meetings

- Nov 1 – Zoom meeting

Agenda Items:

- Cheyla welcomed everyone to the meeting & thanked them for being willing to participate in this important discussion to help create change in the School of Performing Arts
 - All were nominated by their respective programs to participate
 - Encourage all to think of this as a safe space to share & positive place to create change in the program
 - Charged the Alliance to consider meetings that will be open to the public for conversation & discussion of topics
 - Alicia Sanchez has participated in & hosted public meetings across campus & used a framework that she is willing to share for the committee to review & use if desired
 - Mentioned the climate study done by the University would be a valuable source of information & is willing to look at data specific to our College & School
- Introduction were made by everyone
- One Drive will be the place where documents are stored/shared with the Alliance
 - Articles for discussion & information
 - Bios & headshots
 - Contact information
 - Meeting minutes
 - Stories
 - This is information & data that will help the Alliance see a direction & prepare for future discussion
 - SPA Statements
 - Areas of Focus
 - Student experience
 - Curriculum
 - Programming
 - A community agreement was discussed & agreed upon

- Mutual respect
 - Respect confidentiality
 - Use "I" Statements - speak to your own experience (be aware of "we" statements)
 - Challenge and ask questions respectfully/civility
 - It's okay not to talk
 - Practice active/deep listening
 - Willingness to explore difference of opinion/lived perspectives
 - Assume good intentions
 - "ouch" "oops" idea - if someone says something that is unclear/hurtful that it is a good idea to address and share
- The Alliance members took 3 min each to share their story & experience while at WSU
 - Each Alliance member ended with one word to describe how they were feeling
 - Unapologetic
 - White is not the default
 - Unconventional
 - Reflective
 - Hopeful
 - Love
 - Heard
 - Empowered
 - Proud
 - Excited
 - Belonging
 - Space to be vulnerable

As May Arise

- None