

Diversity and Inclusion Action Coalition

2016-2017 Projects

Diversity Programming and Student Training Committee

- Missing Voices Poetry Contest with Many Tongues 2017 awards ceremony (a celebration of poetry in many languages)
- DIAC Alumni Panel: Three alumni shared their stories, encouragement, and guidance with current students. This year's panelists were Chelsea Sunday 2016, Rafael Vasquez, Jr., 2001, and Kevin Agyakwa 2016.
- Contributed to Days of Reflection.
- Addressing Strategic Plan for Diversity, Equity, and Inclusion Goal I, Objective I, Strategy J AND Goal I, Objective III, Strategies B & C & D

Campus Climate and Outreach Committee

- Previously, created and publicized the Bias Incident Reporting Form. Activated Bias Incident Response Team- comprised of some members of committee and other campus volunteers. See "Bias Response" on SUNY Potsdam Diversity web page.
- This committee has been in transition, as some of its members have moved to the Bias Incident Response Team and been focused on those duties. Former committee chair Amanda Grazioso is convening the new committee members to elect a new chair, review goals of committee and restructure to better serve the SUNY Potsdam community.

Curriculum, Policy, and Faculty/Staff Advocacy Committee

- Created an updated diversity rich course list, which is posted on DIAC website.
- The committee discussed and gave feedback on the current proposal for a diversity, equity, and inclusion requirement in the General Education program.
- Contributed to Days of Reflection.
- Addressing Strategic Plan for Diversity, Equity, and Inclusion Goal III, Objective I, Strategy A

Communication and Membership Committee

- Developed a student art contest to create a tabletop image for public events.
- Arranged DIAC representation at Admissions Open Houses on April 8 and 22. Planning DIAC representation in Welcome Weekend 2017.
- Designed and printed a basic DIAC brochure. Purchased one "pull-up" tabletop poster and table runner for representing DIAC at public events.
- Assisted in publicizing DIAC Alumni Panel through *The Racquette* and SPW.
- Shared information on food access for hungry students with Campus Life and Student Affairs, which agreed to take over publicizing food pantry and free food resources to students.
- Facilitated the invitation of new members, publicized process to students, and processed thirteen applications for DIAC membership.
- Streamlined DIAC structure by advocating for a Communication Specialist separate from the Communication and Membership Committee.

- Gave feedback on the current proposal for a diversity, equity, and inclusion requirement in the General Education program.
- Continue to present results of DIAC Campus Climate Survey and Focus Groups to groups of faculty and staff.
- Contributed to Days of Reflection.
- Addressing Strategic Plan for Diversity, Equity, and Inclusion Goal IV, Objective I, Strategy C AND Goal IV, Objective IV, Strategy B

Community Outreach Committee

- DIAC SOAR classes: Four sessions planned for in September and October. The first session will start with a brief intro to DIAC (Lone). Other sessions will include: biological differences in race (9/12 3:00-5:00, Dr. Malit), identity of the Confederate flag (Sheila McIntyre), the history of black face (Jay), and a showing of White Like Me (Nancy Lewis).
- SURJ meeting Thursday 4/20: Jay and Carol Frank will be sharing info about DIAC at SUNY Potsdam.
- Potsdam Chamber of Commerce presentation: 4/11, 8:00- President and Chief Diversity Officer were present. Together we identified areas for continued collaboration, including providing resources on diversity and inclusion, present the student friendly business award at their annual dinner, present to town and village government.
- First Saturday: Community Outreach Committee will table for this.
 - Plan to display BIAS response forms, new pamphlets, new banner
 - Looking for suggestions for table activities (maybe DIAC related) that might draw people in.
 - Photo op idea: using white paper or white board/ markers and digital camera. Students write responses to “what do you say to hate” or similar question. Photos are taken of student with their responses. Need to figure out how we can give away photos to students. Can we also use these as marketing photos? (Maybe use only a few pictures of students that DIAC members know for the website?)
- Student friendly business survey: results are in. (Return rate was about 90 students, 30 of whom were students of color.)
 - Awards will be given to student-friendly businesses. Committee recommended giving awards to *all* businesses who met the criteria. Committee needs to make a decision about where/how to announce the awards- committee is considering announcing at the beginning of the 2017-18 school year (August). This can serve as an incentive for students to fill out the survey. Committee is considering awarding a certificate/poster/sticker for businesses to display in their windows as recognition for being inclusive businesses.
 - Considering writing an article for *The Racquette* and *North County This Week*, and possibly a radio interview.
 - Need to decide what to do about businesses who did not win awards... how can we approach these businesses without referencing the survey?
- Contributed to Days of Reflection.
- Addressing Strategic Plan for Diversity, Equity, and Inclusion Goal V, Objective II, Strategies A & B & C AND Goal V, Objective I, Strategies A & F