Guest Presenters for Workshop on Privilege/Effect on the Student Experience: Renard Harris, Vice President for Institutional Diversity, and Matthew Cressler, Assistant Professor, Religious Studies

- Dr. Harris referred to 5 brief oral stories to illustrate experiences and to help define:
  - Privilege
  - Dominant Groups: Racial, Ability, Heterosexual, Financial
  - Normal – what’s acceptable at the time/place
  - Ideologies which perpetuate privilege: Meritocracy, EO, Individualism, Human Nature
  - Willful Ignorance of Dominant Groups
  - Forms of Denial
  - In teaching, coaching, working, treating everyone at same level without the perception of special treatment requires knowing how we see ourselves and questioning the system if needed.

- Dr. Cressler demonstrated exercises from Univ. of Michigan Inclusive Teaching Initiative to show:
  - Importance of self-identifying what makes you You, plus Personal ID traits, plus Social ID traits
  - Self-identifying helps you recognize if you have Privilege
  - How we can disrupt privilege, given our self-identity and how others see us, along with our professional positions to use in our interactions with students and our interactions with others on behalf of students; discussion followed on classroom perceptions/situations
  - We must strive to be proactive vs. reactive in student environments - share what we expect of each other/ourselves

- Dr. Caudill expressed appreciation for the workshop and continuing collaboration to better serve our students; encouraged creating awareness in our areas to ensure all students feel welcome.

Agenda:
- Positives shared.
- Brief update on budget – anticipate slight operations budget reductions and reduced student health fee and activity fee revenues affected by overall lower enrollment 2019-2020

Announcements:
- Search Updates: Dir. of Counseling candidate visits continue May 13 and 15; Civic Engagement Assoc. Director and Asst. Director positions at offer stage; Assoc. Dir. of Fraternity & Sorority Life at offer stage
- Upward Bound graduation held May 5 with 15 high school senior participants headed to colleges.

Upcoming Meetings and Themes:
- Salute to Student Affairs: Thursday, May 16 at 3:00 p.m. in Stern Ballroom (increased nominations to 56 this year)
- SALT Meetings:
  - Thursday, May 30 – SALT Retreat (9 a.m. to 4 p.m.) – Follow up to Team Expectations and Supervision
  - Thursday, June 13 – 10:00 a.m. to 12:00 p.m.  Stern 409
  - Thursday, July 11 - 10:00 a.m. to 12:00 p.m.  Stern 409
  - September Retreat – Job Shadowing (committee needed to plan)
- Tactical Meetings:
  - May 23 and June 27 – Will be moving these dates