

## Honors DEI Committee

2/28/20

Present: Rocio, Amy, Aramis, Oliver Phreykz, Anna Krecklow, Evie Kovarik, Megan Mercado, Tiondra Little

- Introductions
- Covered history of diversity initiatives in Honors Program
- Discussion of purpose of group: Hard because we are a PWI
- Advisory meetings would be a good option
- Inclusion event-discussion based, students can say what they feel is lacking
- Desire to see students of color in program
- Talking to other students about how honors tackles diversity
- Initial honors diversity meeting felt like it was reactive to #antiblackisu
- Honors highlighting students of color feels unearned
- The events sometimes do not feel like an inclusive space
- Everything from the music played at an event indicate that the event is only intended for a certain group of students
- How is honors presented historically? How is intelligence presented historically?
- Monthly brown bag lunches?
- Highlighting different groups in events (like a category in trivia that asked about LGBTQ) would help groups feel included
- Ingrain diversity into everything, not just have diversity be separate from honors
- Pair freshmen with upperclassmen who have similar racial, ethnic, or cultural backgrounds
- How would we pair them? No need to ask, just pair them automatically. Opt-in option at preview. Opt-in to continue the following semester.
- Mentor program needs to be thoughtful and focused. It can't just feel like it's another thing being done that has no meaning.
- We must be ready to deal with poor turn out to events and continue to host events until we can convince students that we are dedicated to these causes and have earned their trust.