

Diversity Roundtable Timeline

2000-2001 - Vision 2020, a community visioning project involving over 1,000 community members, met and created a plan focusing on 8 areas for the future of Greater Lafayette:

Economy	Education & Learning
Environmental Quality	Future Leadership
Government	Land Use
Quality of Life	Smart Growth

Objective #3 in the Quality of Life plan is "Promote strategies that encourage acceptance of diversity (i.e. age, race, religious beliefs, physical abilities, gender, and sexual orientation) across the lifespan."

2002 - October - letter sent inviting citizens to create an action plan in the area of diversity. Twelve attended, and decided that clearly defined goals must be set. November, meeting began planning for a summit to decide whether a diversity group was needed and what its goals should be.

Kathy Dale, Managing Director of Vision 2020, provided support services for the group.

Active in this group were Mary Ilu Altman, Antonio Tillis, Peg Dunkle, Randy Studt, Mike Piggott, Edie Pierce-Thomas.

2003 - April - First Diversity Summit - Judy O'Bannon, Indiana's First Lady, Keynote Speaker

Lunch with speaker, breakout sessions on government, future leaders, arts and culture, health, economy, education and housing gathered input from attendees. The registration fee was \$10, with support from Purdue, State Farm, Ivy Tech, Cities of Lafayette and West Lafayette, Greater Lafayette Chamber of Commerce, YWCA of Greater Lafayette, Lafayette Housing.

The Diversity Roundtable was formed as a result of information gathered at the Summit. It's goals:

- on-going sharing of ideas
- planning future events
- implementing steps to move community forward in embracing diversity

June -first meeting of the Diversity Roundtable (DRT). Groups were formed to plan the luncheon event for author Richard Florida's September visit.

September 29 - Richard Florida visit -29 attended luncheon

November - Kim Reisman became the facilitator for the group.

2004 - January - Plans for Diversity Summit II began with a committee of 11. It was decided that the DRT would meet the first Thursday of every month from 11:30am - 1:00pm at the YWCA.

March - Members felt they needed to develop an understanding of the role of the DRT and what members felt "diversity" meant.

April - Speaker Michael Stevenson, Director of Policy at Ball State, about an Indianapolis area program started by human resources directors for skills development and for networking.

September - Program on How Greater Lafayette Health Services is facing language and cultural challenges.

November - Discussion on what effect does diversity of religions have on our community.

December - Summarized topics from earlier meetings - GLBT youth support, medical support staff reflecting the wider community, housing available for extended families.

2005 - February - Program Meet The Media (WBAA, Radio Works, WLF, Artistic Media, Journal & Courier and Spanish edition of Journal & Courier) representatives from these companies spoke.

April - Anatomy of Hate & Prejudice, Part II Identifying Skill Needs was the program.

Second Diversity Summit - Leadership in a Diverse World - S. Lewis McKenzie, Clarion Health, Keynote Speaker

Lunch with speaker and break-out sessions

Jacob Williams, Jr., United Methodist Pastor, closing speaker

Theme: Skill development

Topics: Honoring holidays & Traditions

Communication in a Diverse Community

Building a Future

Challenges to Diversity & Inclusion

May - Jos Holman was facilitator. Three action arenas created to work on diversity concerns: leadership, education and media/awareness.

October - Sent memo to Lafayette Board of Works regarding proposed displays at Riehle Plaza.

2006 - February - Reports given on progress of the arena groups: Education had completed a survey of local schools (preschool - college) on staff and student diversity and teaching of diversity issues; Media/Awareness wants DRT to generate a list of contacts for various diverse groups in our community that media could use as resource people for their reports.

April - Mayor Tony Roswarski attended and discussed his 2 newly formed councils; African American Affairs and Hispanic Affairs. The Education Arena discussed plans to hold a workshop in June for community members featuring the film *The Angry Eye*.

May - Vision 2020 will be folded into a new group made up of six organizations, most with economic development focus. Planning committee for Diversity Summit III formed.

June - Eyes on Diversity: Involving Our Community held at YWCA. 90 attended. Barb Clark and Dr. Carolyn Johnson led the discussion following the film. The audience broke into smaller groups to develop action plans to create a climate and culture of inclusion. This program was repeated in September at Ivy Tech with 55 attending.

2007 January - Guests were the chairs of Lafayette's recently formed councils: Ivan Fernandez (Hispanic Council) whose group is focusing on communication, housing, driver's licensing, and bilingual services and Paul Barrett (African American Council) where they are concentrating on business development, crime & justice, education and health care. The Education Arena announced that as a result of the survey conducted earlier they had prepared a bibliography K-12 of materials teachers could use to teach

diversity issues. A copy would be sent to all schools in our county. They had received permission to do this from school superintendents

March - Renee Thomas, Director of Purdue's Black Cultural Center, was the speaker. Members agreed to distribute the "Willingness to Serve" surveys created by the leadership arena. It is anticipated that the completed surveys will be shared with local non-profit boards as they look to recruit new board members. Discussion again turned to building partnerships with the faith community.

April - **Third Diversity Summit , Economic Impact** - 95 attendees -

chair: Walt Dalsimer

Target Audience: Area Businesses

Lunch with speaker and breakout sessions

Closing speaker- woman from state

June - Non-violent communication mini-workshop presented by Sharon McKnight.

October - In cooperation with the three Human Relations Commissions the DRT co-sponsored a forum, Gender Spectrum - An Educational Town Meeting on Transgendered and Inter-sex Identity, broadcast by WBAA. Audience approximately 150.

Representatives from DRIVEN (Diversity and Retention Initiatives through Volunteering, Education and Networking) at Purdue spoke about their organization. Dana Smith was appointed liaison between Lafayette-West Lafayette Development Corporation & the DRT. Jos Holman will present an overview of the DRT at an Eggs 'n Issues breakfast in November.

November - Brainstormed future of DRT with 2 arenas: Education & Awareness and Leadership

2008 January - Discussion of developing a metric to measure citizen perception of diversity relations in our community for LWLDC. The data would be used as a baseline for future year comparisons.

June - Presentation by Leon Walls, Purdue graduate student, giving observations and perspectives of being an African American male living in our community; interaction with police, when shopping, etc.

September - Diversity Award given at the Chamber Dinner to self nominated business for quality diversity training and practices. Eli Lilly was the winner. This award was organized and directed by the Leadership Arena of the DRT.

Sonya Margerum presented information on the current and on-going cultural planning process being conducted. The ultimate purpose is to use arts and culture to strengthen the community.

October - DRT organized a forum at Ivy Tech focusing on gender, age and race in the current political campaigns.

November - Representatives from the 5 local police departments discussed diversity within their departments and interactions with minorities in the community.

2009 January - For the first time the summit will have a paid speaker, Tim Wise. The Lafayette Police Department and Caterpillar are confirmed sponsors. there will be only one break-out session.

March - The Education Group has revised the Diversity Bibliography, the Friends of the Tippecanoe County Public Library are paying to have it printed and bound, and copies will be hand carried to media specialists in public school and copies sent to private schools.

April - Fourth Diversity Summit - And Justice for All: Creating an Inclusive Community - Tim Wise
Keynote Speaker

Committee Chair: Jos Holman

90 attendees (?)

Lunch with speaker and breakout sessions

James Foster closing speaker

June - Diversity in the Media panel presentation. Three representatives from the *Journal and Courier* and one from WLF1.

September - Barb Clark and Clyde Hughes assumed the role of co-facilitators, taking over from Jos Holman. The DRT plans to endorse and work with Ivy Tech to present a series of classes to develop leadership: this is a program developed by the DRT Leadership in cooperation with faculty at Ivy Tech. State Farm was presented with the second Best Diversity Practices Award at the Greater Lafayette Commerce Annual Dinner.

November – John Corey and Cindy Murray gave a presentation on the U.S. Census. Jean Andres agreed to work on a DRT History Project and summarized the history with the help of some other people's notes.

December – Ivy Tech had a Discovery Session on December 10th led by Mike Cicholski, who is a facilitator from Ivy Tech. He presented six modules that could be used for a Community Diversity Class. Jennifer Stevens, Ph.D. candidate, working with Dr. JoAnn Miller of Purdue reported on the results of the Climate Survey.

2010 January – The Law Enforcement Forum was held on January 12th at Ivy Tech. WBAA radio produced a live broadcast. The Forum panelists were: Jason Dombowski, West Lafayette Chief of Police; Tracy Brown, Tippecanoe County Sherriff; Kurt Wolf, Lafayette, Police Captain; and Jon Cox, Purdue Chief of Police. Jos Holman was the facilitator. Approximately 100 people attended. Dr. JoAnn Miller presented the summary of the Climate Survey.

March – The DRT held a news conference on March 2nd at the GLC Board Room to announce the results of the Climate Survey and to suggest action steps. The following people spoke at the news conference: Mike Piggott, Joe Seaman, JoAnn Miller, Clyde Hughes and Barbara Clark. Walt Dalsimer took over the DRT History Project.

April – The DRT started working on a definition of diversity and redefining the committee structure of the DRT.

May – Judge Don Johnson, DuShaun Goings and Christopher Galbreth made a presentation about the Weed and Seed Program. The DRT talked about possible collaborations between the DRT and the Weed and Seed Program.

September – Elaine Doss worked with a committee to write a proposal and turn it into the Greater Lafayette Community Foundation to fund the Community Diversity Class through Ivy Tech and the DRT. The Best Practices Award was given to Caterpillar and Purdue Office of Supplier Diversity at the GLC Annual Awards Dinner on September 30th. Wally Hubbard became the DRT Webmaster and launched the website www.DiversityTippecanoe.org.

November – There was a news conference on November 4th to launch the website and announce the Willingness to Serve Database. The presenters were: Joe Seaman, Barb Clark, Wally Hubbard, Mike Piggott, Linda Sorensen, and Mary Ann Forbes. A new brochure was developed that had the Definition

of Diversity and the Committee Structure included. The grant application to the Community Foundation of Greater Lafayette for the Community Diversity Class was not funded. Dr. Volker Thomas has agreed to help the DRT with focus groups.

December – The date for the fifth Diversity Summit will be March 24, 2011. The Summit will be at the Holiday Inn Select from approximately 11 am to 5 pm. The keynote speaker will be Debra Simmons Wilson from Engaging Solutions in Indianapolis. Walt Dalsimer resigned from the DRT and gave the job of historian over to Edie Pierce-Thomas.

2011 February 3 – program on Immigration information led by Fermin Recarte at DRT

March 24 – Diversity Roundtable Summit V – held at Holiday Inn City Center from 11 AM – 5PM – Debra Simmons Wilson of Engaging Solutions was Keynote Speaker.

83 people attended. 60 were paying attendees. (@\$30 each and \$2500 in sponsorships) Ideas for future – ask if this is their first summit on future evaluations; look at ways to target groups to participate; need to explore how to get 100+ paying attendees; look at partners in this endeavor who in turn would bring their cohorts. About \$1100- 1200 surplus was realized.

Each work group came up w two action steps. DRT to discuss further to put into action.

March – Focus Groups will begin soon. Christopher Munt is working on this with Kelly Leonard and with the assistance of Dr. Volker Thomas.

April – Annual Best Practice awards – nominations to begin in June. Two new awards this year – beside the two Workforce Diversity Best Practice Awards (one for large businesses and one for small businesses (50 or less employees), adding Non-Profit Diversity Award and Individual Diversity Award.

Training for the DRT – Diversity Competency Training – hoping to still have in May but at least 1 -1/2 hrs needed, - may hold two DRTs in May – one regular and one for the training.

Barb Clark will send DRT brochure and possible web pages to Cecilia Tenorio for students to translate into Spanish.

June – Quality of Life Committee of GLC presented community survey to be implemented as part of the collaboration with Next Generation Consulting group.

August – Focus Group Study is without a facilitator at this time so the search continues to finalize the study.

September – Annual Best Practice Award winner for 2011 was awarded to Ivy Tech Community College, announced during the GLC annual dinner.

The DRT had booths at the following 2011 events: OUTFest, Global Fest, Hanna Fest and Global Fest.

November – There was a training session with DRT members and Dr. Christine Taylor of Purdue as part of a “Diversity Competency Training” that was just an exercise for DRT members.

Dr. JoAnn Miller of Purdue University agreed to facilitate the Focus Group studies. She was originally involved with the climate study so her involvement was a great renewed partnership.

There was a budget submitted to GLC for dollars for the upcoming focus groups and also to use the net profits gained from the 2011 summit. The budget was approved.

2012 January – There was a \$2500 grant applied for and received by the Tippecanoe County Library through the American Library Association (ALA) and the Fetzer Institute to host “Building Common Ground: Discussions of Community, Civility, and Compassion.”

The library partnered with The Diversity Round Table (DRT) of Greater Lafayette Commerce (GLC) and the Division of Diversity & Inclusion, Purdue University to develop multi-formatted programs combining local and Building Common Ground (BCG) resources. The programs offered the opportunity to explore civility and inclusion. Local BCG plans include:

- Three focus groups of underrepresented communities – African American, Latino/Latina, and LGBTQ. Results to be reported in May.
- Conversation Circles slated for September
- Charter of Compassion programs starting in September
- Public forums to foster engagement, reflection, and civil conversations within the larger community
- A list of action items for the 6th DRT bi-annual Summit, Spring 2013

February – The focus group studies took place during February in three sessions. Three groups, facilitated by Dr. Miller, were evaluated similar to the original climate study but participants went into more depth. The groups were African Americans, Latinos and LBGQT. There were a total of 28 participants between the three groups. Total spent was less than \$400 for food, gifts and food during the sessions for participants. Some donations were accepted to help. Dr. Miller transcribed the group’s interactions. Thank you to Christopher Munt who spearheaded this project.

March – The ALA Grant monies were received and the TCPL will be the stewards of the funds. A Press Conference was held announcing the grant and how the dollars will be used to start a program called “Conversation Circles.” Conversations circles were a community call to action that came out of the 2011 Summit.

There was a “Training for Trainers” in which facilitator Dr. Mary Trujillo came and taught a group of 17 that will be the conversation circle facilitators. The community wide call out will begin September.

April – There was an Immigration Forum sponsored by the DRT. It was held on April 23rd 7p at Ivy Tech Community College that included 3 Panelists and a Moderator : Judge Tom Busch moderator and panel members included: Angela Adams, immigration attorney, James McCann, Political Science Professor from Purdue, and Dave Barry, Dean of School of liberal Arts and Science Ivy Tech. The panelists made

brief statements and then answered prepared questions as well as audience questions. Total attendance was around 60 audience members. WBAA did a live broadcast of the event.

June – The Conversations Circle Facilitators met for the first time since the initial training in March. There were 3 sessions to finalize training for facilitators. There will be a community call out to participate in the Conversations Circles during September after the training sessions are completed.

September – The Best Practice Awards were given as follows during the GLC Annual Dinner: Large Company, Graybar Inc, Diversity Leader Award, Jos Holman and Non Profit, Latino Center for Health and Education. No Small Company award was given during 2012.

DRT had tables at the following annual events: OutFest, Global Fest, Hanna Fest and Latino Fest.

Joann Miller reported the following findings from the Focus Groups during the DRT Meeting: Each of the three focus groups (African Americans, Latinos, and LBGQT) expressed different themes. The Black group focused on the idea of community. The Latino Group focused on equal opportunity and fear. The LBGQT group focused on the need to feel comfortable.

Joanne stated that as a researcher, there were no surprises. Overall, people felt that the Lafayette Community has more positive aspects than other places. People want to be here to raise their families.

October – Dave Bangert and Dorothy Schneider from the Journal and Courier visited the meeting to have an open discussion on how the local paper covers Diversity. It was a great dialogue and DRT decided it needs to help keep diversity topics, events and concerns known to the Journal and Courier as part of our commitment to the community to be aware of local diversity.

Conversation Circle call-out yielded about 51 participants from the community. The facilitators and participants were divided into 6 groups (with 6 to 11 in each group) that were to meet at least 3 times between October and December 2012. Then there will be a “best practices” debrief.

An annual budget for DRT activities was submitted to and approved by the GLC Board for activities for 2013.

2013 January – Jeff Smith and Jamie Jackson of WLFI TV-18 visited the meeting to have an open discussion on how the local TV Station covers Diversity. There was good dialogue with these visitors. The DRT resolved to actively recruit the media to participate in DRT meetings not just report diversity to the media. More of a partnership could be developed.

The first round of Conversation Circles was finished. Results from a debrief survey indicated 51 people signed up and 35 people attended at least one session. The program was considered a success.

The future of the conversation circles was thought to be too large for the DRT so they looked for a local group or agency that would keep the circles as a permanent home. After searching, the YWCA offered to house the program. DRT would facilitate one more session as a way to “train” the YWCA as to how the program is currently ran.

February – Lafayette Police Chief Pat Flannelly visited the meeting to have an open discussion on how the new leadership at LPD will address Diversity. There were various questions presented ahead of time to the Chief and also open Q&A during the meeting. Overall Chief Flannelly is aware of local diversity issues, has diversity training in his force and is open to a relationship with the DRT as a source of community dialogue on diversity issues/topics.

April – The Biannual Summit was held on Thursday April 11th at Ivy Tech Community College. Summit VI “Greater Lafayette is a Great Place for all People” was held from 11am to 4:30pm. The basis of the summit was from the GLC Quality of Life Council’s Goal #8. The day included a Keynote Speaker before lunch, Gloria Thomas from University of Michigan who acted as an expert city that “gets diversity.” Following lunch there were 3 panel discussions: Young Professionals, Latinos and Internationals. The closing session was a marketing session run by Dearing Group to gather ideas on how to launch a community campaign to celebrate the existing diversity of Greater Lafayette and also make our community more inclusive and welcoming. Total attendance was around 90 participants, there were 4 panelists on each panel, one moderator for each panel and the event was emceed by Mike Piggott. It was a very successful summit and received both radio, TV and newspaper coverage. There was a net profit of about \$1005 that will be used for 2014 DRT activities.

June - 90-100 people attended the film "Inlaws and Outlaws" and 35 stayed to participate in conversation circles.

The DRT will share a booth with the Human Relation Commissions at 4 summer festivals: OUTFest, Global Fest, Hanna Fest and Latino Fest.

July - The DRT website is now offline. Wally Hubbard, webmaster, and Mike Piggott will look for another host for our site.

September - Dr. Tithi Bhattacharya, professor of South Asian History at Purdue, presented a power point - "How Women's Rights Intersect with Diversity".

Wally Hubbard announced that Stormfront Productions is now hosting our website. He requested new articles for the site, www.diversitytippecanoe.org.

October - Mayor Tony Roswarski gave a talk on the state of Lafayette's youth and responded to questions asked by DRT members.

November - A panel with representatives from Heartland Clinic (Buck Black) and Mental Health America (Scott Cook, Tiefa Hernandez, Michael Oxenrider) discussed issues of employment discrimination and overcoming stigmas associated with having a mental illness.

A representative from Freedom Indiana was present and answered questions concerning the "Nix HJR-6 Campaign". HJR-6 is a bill to add an amendment to Indiana's state constitution banning same-sex marriage.

December - Dr. Christine Taylor, Vice Provost for Diversity and Inclusion, and Captain Eric Chin, Purdue Police Department, clarified the difference between hate crimes and bias incidents as well as explaining the reporting techniques used by Purdue.

2014

March - Bob Dearing of The Dearing Group gave a presentation on "Introduce Yourself", a proposed marketing campaign to help our community understand the diversity of our town. About 150 individuals representing a variety of interest, occupations and activities would be profiled and their photos and information printed on 5" x7" cards. The cards would be made available at various public sites for people to pick-up. The cost would be from \$65,000 - \$100,000. Greater Lafayette Commerce would supply the funding.

The group discussed various topics for the 2015 Diversity Summit. Microaggressions was thought to be a good theme. Jos Holman will lead the summit planning committee.

July - Barbara Kerkhoff and Christopher Munt updated the group on Conversation Circles. Facilitators training will be Sept. 7 and a call out for group members on Sept. 22. The groups will meet from October - February. The handout "Creating a Safe Container, Dynamics of Dialog" was distributed. It charts how a conversation moves through the cycle.

September - Mike Piggott re-introduced the idea of having the DRT take responsibility for Goal One of the Quality of Life Council, "A Place for All". The DRT would work with the Council rather than under the GLC Council. The group approved.

Jos Holman led the group through a wide-ranging discussion of the events in Ferguson, MO. Participants continued the conversation whose focus included events, questions and concerns in our community.

October - Sheila Rosenthal, Sadie Harper Scott and Laura Marland updated the group on the September gathering of Moral Mondays held at the State House.

All four sessions of Conversation Circles are full. There is a wait list of individuals who would be interested in participating in the next round of Conversation Circles.

November - The DRT and the Journal and Courier will host a panel discussion on Nov. 12th on "The Great Chicago Myth". This is the Journal and Courier's in depth report looking at the number of African Americans from Chicago who have settled in our community in recent years.

December - Susan Brouillette gave a program on current issues facing immigration. Susan works at the Lafayette Urban Ministry helping immigrants in our community who are seeking assistance on the steps needed to become a US citizens.

Howard Witt, publisher of the Journal and Courier, debriefed DRT members about the November forum "The Great Chicago Myth". It had an attendance of over 100 people. He also announced that Taya Flores will be the new diversity beat reporter at the J&C.

2015

January - A subcommittee was formed to learn more about the diversity training that is given within the 4 local police departments.

Jos Holman announced that the 2015 Diversity Summit will take place Thursday, April 23 with Dr. Derald Wing Sue speaking on Understanding Microaggressions.

March - A new Facebook group, "Diversity Roundtable", has been formed with the intention of using it to send instant updates of events or programs taking place in our community of interest to DRT members.

April - The committee that researched police department diversity training gave their report which can be found on the DRT website.

The group discussed the Religious Freedom Restoration Act that was passed by the legislature and has caused negative reactions from around the country.

Members were urged to get their tickets (\$35) for the Diversity Summit which will be held on April 23rd at Ivy Tech Community College. The topic will be microaggressions. The cap for lunch is 145 people. Others who wish to attend may purchase a ticket for \$20 to attend Dr. Sue's lecture and the breakout sessions. The budget is on track with a good number of tickets purchased and sponsors willing to support. A final wrap-up will be made following the event.

May - There was a Summit feedback/debriefing. Approximately 175-200 people attended the summit. The event began with lunch and was followed by Dr. Sue's lecture and 3 break-out sessions. During lunch a power point was played that gave examples of microaggressions and how they impact people. Jos Holman stepped in at the last moment to substitute for the closing speaker who was ill. Jos summed up the day and encouraged participants to apply what they had learned to make Tippecanoe County a greater place for everyone.

Joan Marshall, chair of the Police Diversity Training Committee, reported that the committee felt that the next step our community might make is a discussion about how to foster an even better partnership between the community and the police forces.

A lively discussion took place regarding the DRT's response to the Religious Freedom Restoration Act. Should our group urge the GLC to make a statement? Does or should this group take stands on political issues, how do we come to consensus and how does one become a member of the DRT, should the DRT

mission statement be reviewed? Because of time constraints Barb Clark said that the DRT Steering Committee would review the discussion points. The issues raised will be discussed at a future meeting.

June - The final report on the DRT summit showed that there was roughly a \$3,000.00 surplus to use for the next DRT summit.

Joe Williams from Duke Energy spoke about the company's efforts to hire employees to have a diverse workforce.

Joan Marshall led a discussion related to the Police Diversity Training report from the April 2015 meeting. The committee was asked to return to the DRT with suggestions for a program for the community given by police departments to foster better relations between the police departments and citizens.

The DRT Steering Committee thoroughly discussed the direction of the DRT and if the mission of the DRT should be revisited. The Steering Committee decided that the current model worked well.

July - The Police Diversity Training Subcommittee suggested 3 possible community events that the DRT could sponsor to help build understanding between community members and police.

September - DRT Best Practiced Awards were announced. They were presented at the Greater Lafayette Commerce Annual Dinner on Sept. 16th;

Workforce Diversity – large business – Lafayette Journal and Courier

Diversity Leader – Barbara Clark

Diversity Leader – non-profit – 2 winners – The Arc of Tippecanoe and
Congress Street United Methodist Church

Randy Schmidt, Tonnie Miller and Felicia Ahasteen-Bryant presented a program on local Native American history and Prophetstown State Park

October - The program was centered on voter issues in Indiana and given by Sheila Rosenthal, Clyde Hughes and Joanne Evers.

November - There was a program presented by Purdue Provost Deba Dutta who discussed diversity efforts at Purdue.

2016

January - Sue Scholer and Sherry McLauchlan from the League of Women Voters presented a program on redistricting.

March - Dr. Ahmed Indrissi Alami, director of Purdue's Arabic Program in the School of Languages and Cultures gave a "primer" on Islam.

April - Jos Holman gave a program on civil rights activity in Tippecanoe County. Featured were segments of a documentary called Black Purdue highlighting experiences of African Americans at Purdue from the late 19th century to more recent times.

June - Betty Nelson gave a presentation on Sundown Towns, places where deed restrictions meant that non-Caucasians could not buy homes. In the 1970s more than half of all incorporated communities outside the South were closed to African Americans. When the Supreme Court ruled that ordinances making towns white were unconstitutional, local contractors then used land covenants.

It was even dangerous for African Americans to travel through parts of the US. The Green Book was written providing information for African Americans who were traveling throughout the US, a resource for safe travel.

July - Ja’Niah Downing from Purdue’s Office of Admissions gave a program on under- represented minorities (URM) at Purdue. Indiana’s whiteness and college readiness are issues in recruiting this population. Lack of community is the primary issue that keeps URM’s from enrolling at Purdue.

August - A committee was formed to explore the possibility of the DRT sponsoring an educational community forum on the issue of gender identity. This would be helpful since Lafayette City Council and the Tippecanoe County Commissioners are considering adding transgendered protection to their discrimination ordinances.

September - The gender identity forum will not take place because there was no consensus on focus.

The Best Practices Awards were announced:

Workplace Diversity:	The Fountain Trust Company
Diversity Leader:	Randy Studt
Diversity Non-Profit:	Unitarian Universalist Church of Tippecanoe County

October - The program was Muslim Neighbors: An Interfaith Initiative. The speakers are part of a group reaching out to correct inaccuracies and misunderstandings about Islam and Muslims.

November - The program was Steve Horne shared information on understanding the committee/board openings for non-profits in our community.

December - The DRT Diversity Summit will be April 13th at Ivy Tech. The focus will be on Is Tippecanoe County a Welcoming Community? Dr. Will Miller will be the keynote speaker and Bryant Smith will be the closing speaker. There will be a panel with a variety of views and thoughts on the topic. Betty Memmer from Planned Parenthood gave a power point presentation on the HIV epidemic and its impact on minority communities.

2017

January - Updates on current projects were given. A discussion began on how the DRT makes decisions. As new people attend the DRT's monthly meetings there is confusion as to how the DRT operates, and a review of the group's manner of conducting its "business" is reviewed every 2-4 years. This conversation continued through August. (February- relationship between the DRT, the Quality of Life Council and Greater Lafayette Commerce; March- who is a voting member; April- what is consensus; May- consensus vs. voting; June-how we make controversial decisions; July-benefits of DRT being part of Greater Lafayette Commerce and controversial decisions where consensus cannot be reached; August-motion passed that the DRT operate on a consensus model, when consensus cannot be reached a vote requiring 2/3rds majority of those present is required to pass.)

March - Purdue Provost Deba Dutta returned to present an update on Purdue's diversity efforts. He noted that his office presents programs to the wider community because change cannot be just the campus community.

April - Information was provided on Purdue's Black Cultural Center, its' history and programs. Lowell Kane, Director of the LGBTQ Center described the services and programs offered, stressing that education, outreach and support are the three core missions of the center.

June - A final report of the Diversity Summit was given. The focus of the summit was "Is Tippecanoe County a welcoming community?" Speakers were Dr. Will Miller and Bryant Smith. A panel of diverse community residents gave their perspectives. The Good to Great pledge was available for community members to sign. 125 people attended and their feedback was positive.

August - The DRT came to consensus and chose to remain with Greater Lafayette Commerce. A definition of a voting member of the DRT was developed.

September - The DRT Best Practices Awards, presented at Greater Lafayette Commerce's Gala, were announced: Lafayette Police Department- large business, YWCA- non-profit and Rene Thomas- individual.

October - Bryant Smith presented a program "Polish the Gem", a look at language and ways to discuss the power of words with others, asking them to be critical thinkers and view things from a different perspective. Mr. Smith will be the keynote speaker at the 2019 Diversity Summit.

November - Dr. David Atkinson presented a program on the alt-right.

December - Dr. Linda Pfeiffer, Purdue Research Center for Climate Change, provided information on the Center's work – reporting on changes in Indiana's climate and its effect on the general population.

2018

January - Purdue Provost Jay Akridge outlined diversity efforts at Purdue. Renee Thomas, Director of the Black Cultural Center, presented information on the Center's programs, the student success efforts and the BBC's artistic presentations. Juan Robles, Program Coordinator for the Latino Cultural Center outlined the services the Center provides students. Dr. Carolyn Johnson introduced the DiversiKey Program, an effort to provide students with tools and guidance to help them understand how to address diversity and inclusion in the workplace after graduation.

February - Greater Lafayette Commerce and the DRT released a statement condemning the recent UU Church vandalism.

Barbara Kerkhoff and Rodney Lynch presented the first of three programs on White Privilege/White Fragility.

March - Student representatives from each of the four public high schools in Tippecanoe County (Jefferson (LSC), Harrison (TSC), McCutcheon (TSC) and West Lafayette (WL) gave their perspectives on diversity and inclusion at their high school.

April - Equal pay for women was the topic presented by members of YWTF with an emphasis on the wage gap between men and women.

May - A program on Homeless Response Training was given by Scott Galloway and Adam Murphy. Scott gave an outline of the problem and Adam, who is the Homeless and Community Outreach in Economic Development with the City of Lafayette, outlined the problem and programs offered in Lafayette and the wider community.

June - Barbara Kerkhoff presented the second of three programs on White Privilege/White Fragility. It emphasized the discovery and awareness of a non-eurocentric space. *Ladder of Inference* and *Car Entry Experiment*, both videos, were shown.