

March 5, 2018 - Committee on Diversity (CoD) Meeting Minutes -- DRAFT

Present at the meeting:

Mike Benitez; Sam Liao; Geoff Proehl; Stuart Smithers (Chair); Jennifer Utrata; Juan Carlos Ortega Esquinca (student representative)

Note taker:

Jennifer Utrata

1. Meeting called to order by Smithers at 9:05am. Welcomed new student representative, introductions.
2. Minutes from Jan. 18th meeting were approved.
3. Future meeting times for Spring 2018 were chosen. Next meeting will be on Monday, April 2nd, 9-9:50am.
4. Brief discussion of continuing work on bias in SET ensued. Smithers, Liao, and Utrata planned to represent the CoD's views at a joint meeting with the PSC on the afternoon of March 5th, but some discussion allowed for other committee members to share their views on this important issue.
5. Discussion moved to the possibility of inviting the VP of Enrollment to speak to the CoD on diversity issues in admissions. Benitez spoke on the complexities of how students make decisions on where to attend university, often alongside their parents. Benitez and others agreed that inviting the VP is a good idea, in part to foster a closer exchange of ideas between the CoD and Admissions/Enrollment.
6. Benitez shifted the discussion to the idea of sustaining the foundational work we are doing with faculty of color from the NW5C. Some discussion ensued regarding the challenges of developing new initiatives at this moment on our campus while at the same time ensuring that ongoing work receives the support it requires. Proehl noted that as initiatives are added, some other ones may need to be ended. Members spoke about the import of pursuing all of those issues which support the goals of increasing the structural diversity of the campus at multiple levels. Benitez added that recruitment is one issue, but doing more to provide resources for an increasingly diverse faculty and student body is another fundamental issue. Brief discussion ensued as to clarifying the CoD's mission and the importance of thinking about diversity structurally, in substantive rather than vague terms.
7. Benitez shared information about the ongoing challenges of equity and inclusion work. While some first year students from historically underrepresented groups have resources to support them, others, including general TPS students, have fewer resources. Ortega Esquinca, our student representative, reflected on his experiences as a transfer student from a community college, noting that some resources seemed to be lacking.

8. Discussion moved to our campus's two year residency requirement. Benitez spoke about the importance of campus climate given such requirements and ensuring that we have the resources to make the campus a comfortable place. And given the co-curricular value of residency, affordability is a critical issue.
9. Decision was made to invite the VP of Enrollement to a future meeting and to ask Institutional Research for more specific data related to retention.
10. Meeting adjourned at 10:01am.