

## Committee on Diversity (CoD) September 21, 2018 Meeting Minutes

### *Present at the Meeting:*

Sarah Moore, Carrie Woods, Rachel Pepper, Kirsten Wilbur, Mary Aquiningoc, John Lear, Vivie Nguyen, Michael Benitez, and Melvin Rouse

Minutes from the August 31, 2018 meeting were approved with a few modifications.

The meeting was called to order by Wilbur at 10:05. She explained that she and Pepper are the only CoD members who are free to represent the CoD on the DAC and BHERT this semester.

The rest of the meeting was taken up with a broad discussion of Faculty Bylaws and the new faculty senate charges related to the CoD (attached to minutes). A key issue is Senate charge 1a, to learn about diversity practices in different departments and present preliminary findings to the Senate “around mid-year.” The broader question is how to leverage the CoD to shift policy discourse and practice at the faculty and department levels. The minutes are accordingly general and tentative.

We discussed the idea of gathering departmental curricular review answers (Question #6) on diversity efforts from departments, though it was noted this review, once on a 5 year cycle, is now done every 7 years.

Benitez noted that the Senate has leveraged the CoD to work directly with the Curriculum committee on diversity issues, though it was noted that the CC’s work doesn’t extend much beyond curricular issues.

Another space/moment discussed where faculty might be asked to deliberately address diversity was each department’s annual assessment report, though former and current chairs observed that there are always different themes competing for attention in these reports, and the specific task is often announced or changed late in the year. Even so, it is something that might be announced early and addressed periodically, and it was agreed that Wilbur would approach Associate Dean Christoph about this possibility.

Issues and mechanisms of faculty searches and ongoing mentoring of new faculty were discussed, such as asking for diversity reports on completed searches and including issues of diversity and retention of new faculty in chair’s first and second-year overview letters. Benitez suggested the possibility of a greater DoC role in faculty searches as has been done in previous years, perhaps by appointing an outside faculty member from similar or closely related disciplines to departmental searches.

Moore noted and Benitez confirmed that Bylaw #6 on reviewing aggregate data on campus climate and bias is largely a DAC function with a liaison keeping the DoC in the loop.

There was discussion about revising the Bylaws, and an acknowledgement of how

complicated the process of changing them can be.

Final discussion focused on what next steps might look like for Senate charge 1a. The committee agreed that beginning with reaching out to departments to request and learn about practices currently in place is a good place to begin.

It was agreed that:

- Wilbur would approach Christoph about adding a diversity question to the annual departmental assessment report and approach Senate liaison Gwynne Brown and the CC committee about getting access to past department responses to Question #6.
- Woods offered to draft preliminary questions to send to department chairs this semester and to post the preliminary questions on Google Docs for collective editing before our next meeting.

The meeting was adjourned at 10:50.

Respectfully submitted,

John Lear