

Committee on Diversity (CoD) October 8, 2019 Meeting Minutes

Present: Joel Elliott, Lea Fortmann, Carrie Woods, Ariela Tubert and Steven Zopfi

Steven Zopfi (chair) called the meeting to order at 8:34 a.m. and distributed a meeting agenda.

- I. Approval of minutes
- II. Welcome new member
- III. Reports from liaisons
- IV. Discussion of charges
- V. Mentoring plan
- VI. Other business

I. Meeting minutes from September 16, 2019 were discussed and minor revisions were made to the wording before being approved. Copies of materials are now on the CoD shared drive.

II. Stephen welcomed Kelly Brown, the Director of CHWS, as a new member

III. Ariela gave a report on the recent DAC meeting that was also attended by CoD liaisons Lea and Tim. DAC is developing a program where they will be sending two representatives to present the results of the Campus Climate Survey to various groups on campus and collect comments to contextualize the preliminary quantitative results from the survey.

Ariela stated that BHERT (Bias Hate Education Response Team) had not had a meeting yet, and Carrie volunteered to be the CoD liaison to BHERT for this year. Ariela described how the harassment and discrimination reports were being handled separately from BHERT, and that aggregate data from the reports will eventually be shared with BERHT, which will examine the aggregate data and develop educational responses to address the issues presented. Sandra Braedt, who is now handling the harassment and discrimination reports, will be invited to attend a future CoD meeting to discuss the aggregate data on bias and hate.

IV. Stephen suggested that the committee consider the Standing Charges and Senate Charges for the committee this year and try and decide which ones to focus on. The committee discussed Standing Charge #6 and recognized that BHERT was addressing this charge and that the CoD should continue to maintain their liaison with BHERT to stay informed. The committee then examined Standing Charge #4 and Stephen mentioned that he had reached out to members of ASUPS to come and discuss diversity issues with CoD. ASUPS has been doing some work with faculty on cultural competency training. The CoD then decided that we should focus on Standing Charge #2. Ariela suggested that we bring back ideas from the NW5C meeting to help us address this charge. For Additional Charge #1, it was mentioned that Michael provided the CoD with materials on hiring and retention practices last year. The Provost is interested in having this information incorporated into materials for candidates through the PSC and perhaps the CoD could consult with PSC on this and also consider how to evaluate hiring practices.

V. Carrie described the survey of chairs that she conducted last year on department hiring practices and Stephen distributed a copy of the survey to CoD members. The CoD decided to try and consolidate the recommendations of different departments into one document on Guidelines For Faculty Hiring once we have information from PSC. The CoD could examine mentoring models that work best, and Ariela mentioned that Julie and Laura are interested in a discussion about faculty mentoring and the CoD could provide input with respect to the mentoring of underrepresented groups . Jennifer Utrata will discuss her work on a mentoring plan at a later meeting.

VI. The CoD decided to meet on Nov. 5th and Dec. 3rd at 8:30 in MUSIC 114 instead of Nov. 12 and Dec. 10th so as to avoid the conflict with the chairs meeting.

Meeting adjourned at 12:46 pm.