

September 28<sup>th</sup>, 2016 Committee on Diversity (COD) Meeting

Present: Chad Gunderson, Mark Harpring, Grace Livingston, Kirsten Wilbur, Sheryl Zylstra, Michael Benitez, Gwynne Brown, Stuart Smithers, Vivie Nguyen.

Note taker: Chad Gunderson

Meeting Convened at 9:00AM

1. Gwynne Brown, Liaison to the Faculty Senate, started off the meeting by going over the COD's charges for the current academic year.
  - I. In collaboration with the International Education Committee (IEC) and the Student Life Committee, develop recommendations for how Puget Sound can best recruit, welcome, and support international students
  - II. Examine responses to Question 6 of the Department and Program Curriculum Review, "In what ways does the curriculum in your department, school, or program reflect the diversity of our society?" Evaluate whether the question elicits productive reflection on how best to support diversity in the curriculum and propose to the Curriculum Committee, if desired, revised wording of the question.
  - III. Develop and implement a strategy to educate students about bias in course evaluations.
  - IV. Support and co-sponsor diversity initiatives
  - V. Support the Diversity Advisory Council (DAC) and its implementation of the new Diversity Strategic Plan (DSP)
  
2. Professor Brown also facilitated a review of the COD's section of the Faculty Bylaws:
  - a. The Committee shall consist of the Dean of the University (ex-officio); the Chief Diversity Officer (ex-officio); no fewer than seven appointed faculty members, and one student.
  - b. The duties of the Committee shall be
    1. To serve the university's goal of increasing the social diversity of the campus.
    2. To participate in the development of initiatives that enable the university to hire new faculty from historically under-represented populations and to support better the retention and success of such faculty.
    3. To work with the President, Vice-Presidents, and the Chief Diversity Officer concerning diversity initiatives that can benefit from faculty presence and leadership, as needed.
    4. To establish liaisons with key university units including staff and student diversity groups to assess strategic needs and work collaboratively in diversity-related initiatives, as needed.

5. To work with colleagues to maintain an educational environment that welcomes and supports diversity even as it protects and assures the rights of academic freedom outlined in the Faculty Code.

6. To activate annually a group of faculty, staff and students that will review aggregate data about patterns of bias and hate in our campus community with the purpose of creating educational opportunities for reflection and dialogue.

7. To report annually to the Faculty Senate on the committee's work related to diversity goals 1-6.

8. Such other duties as may be assigned to it by the Faculty Senate.

3. After discussion and deliberation, Kirsten Wilbur was elected as COD chair
4. Nomination and selection of committee liaisons to various campus groups
  - I. Diversity Advisory Council (DAC): Grace Livingston and Chad Gunderson
  - II. Sexual and Gender Violence Committee: Sheryl Zylstra
  - III. Bias-Hate Education Response Team (BHERT): Stuart Smithers
  - IV. Additionally, Mark Harpring will be making initial contact with the International Education Committee (IEC)
5. It was noted that student evaluations of professors will be a large topic this year, especially in regards to our third charge. October 26<sup>th</sup>'s "Wednesday at 4" session will address issues of bias in teacher evaluations.
6. After evaluating our new steps, the COD will contact the PSC in order to start reviewing responses to Question 6.

Meeting Adjourned at 9:50AM