

October 12<sup>th</sup>, 2016 Committee on Diversity (COD) Meeting)

Present: Chad Gunderson, Mark Harpring, Grace Livingston, Kirsten Wilbur, Sheryl Zystra, Stuart Smithers, Vivie Nguyen, Amanda Diaz (Student Representative)

Note Taker: Chad Gunderson

Meeting Convened at 8:00AM

1) Liaisons' Report and Announcements

- I. The reception for the new African American Studies program was a great success
- II. Jennifer Neighbors is the member of the Professional Standards Committee (PSC) the COD needs to contact in regards to its charge about Question 6
- III. Marta Kady is the contact for the Sexual and Gender Violence Committee (SVGC)
- IV. The Diversity Advisory Council (DAC) will be screening "Cracking the Codes: The System of Racial Inequality" in preparation for the January 9-11<sup>th</sup> Professional Development and Enrichment Conference on the following dates: Monday, October 17, 2-4pm; Tuesday, November 15, 3-5pm; and Friday, December 16, 1-3pm. COD members should also encourage departmental screenings.

2) The COD discussed potential avenues to explore in addressing its charges

- I. International Students
  - a) Concern was expressed in addressing the need for establishing a meaningful support system
  - b) Ideas about what diversity means with regard to recruitment and retention of international students. A particular concern was that international students should not be a 'stop-gap' used to gloss over and fulfill the university's goals of having a diverse student body
  - c) The need to contact Admissions and speak with them about their current plans, strategies and initiatives regarding international students
- II. Question 6
  - a) Discussion centered around how a rewording of Question 6 could yield more substantive responses and lead to actual results
  - b) It was noted that current efforts to recruit and retain diverse representation across the entire campus are a large factor as well.
  - c) Suggestions included that part of the rephrasing should include a request for direct evidence including, but not limited to syllabi and assignment sheets.
  - d) The COD agreed that they should consult with the Curriculum Committee and the Associate Dean to understand their experiences with regard to Question 6. The COD also agreed that we should reach out to Amy Riken and Carolyn Weisz, former members of the COD that have had experience with Question 6.

- e) In support of the COD's review of Question 6, attention should be brought to the new Diversity Strategic Plan's definition of diversity:

"We at Puget Sound intentionally conceptualize and view diversity as a matter of equity and inclusion. In doing so, we aim to understand and actively respond to the ways organizational aspects of our society and of our own university often work against those principles, excluding some groups and individuals from our community while including others. The work of diversity, accordingly, seeks to account for and redress deeply embedded historical practices and legacies, forms of cultural and social representation, and institutional policies and processes that can systematically exclude groups or individuals from full participation in higher education and the considerable benefits it offers."

III. Supporting Diversity Initiative on Campus

- a) Co-sponsoring events from and working with Amy Riken's Curriculum Support Working Group
- b) Co-sponsoring forums and discussions that will be taking place during the newly implemented 'Common Hour'
- c) Particular emphasis should be placed on exploring more ways to make connections with students and student groups in regards to finding resources (financial, as well as other means of support) and helping to connect them with relevant departments and programs on campus

Meeting Adjourned 8:50am