

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

Present: Chad Gunderson, Grace Livingston, Kirsten Wilbur, Sheryl Zylstra, Vivie Ngyuen

Note Taker: Chad Gunderson

Meeting Convened at 8:00AM

### 1) Liaison Report

- a) Sexual and Gender Violence Committee (SGVC) – Sheryl Zylstra
  - i) UPS is making a video for the “It’s on Us” campaign
  - ii) The National Center for Campus Public Safety is conducting a workshop March 14<sup>th</sup> – 17<sup>th</sup>
  - iii) The SGVC discussed amnesty for all people in reporting incidents (e.g., An underage student witness that was drinking at a party)
- b) Diversity Advisory Council (DAC) – Grace Livingston and Chad Gunderson
  - i) The DAC is focusing on rethinking and strategizing the professional development workshops this January with an emphasis on building long-term effects
  - ii) Professor Livingston noted that there is a sharp division between faculty and staff. Noting, in particular, that there needs to be a culture shift for faculty to recognize that staff members are also engaged in intellectual pursuits and reflection.
    - (1) The COD commented as follows:
      - (a) Possible strategies for getting faculty involved such as required online training and multiple opportunities for all faculty, staff, and students to interact in different venues.
    - iii) The analysis of the Campus Climate Survey is continuing and the results still need to be brought to Faculty Meetings and the Faculty Senate
    - iv) The COD should help to persuade more participation in workshops and professional development

### 2) Current Events

- a) Comments regarding the Open Letter
  - i) Questions raised by the letter cannot be the beginning and the end of the conversation. Students reacting like this means that there is something wrong with the way UPS is addressing issues
  - ii) The faculty response did not include addressing the idea of nor a pledge to create more open spaces and opportunities to listen. It also did not provide a pathway or support structure for change

### 3) Sanctuary Campus

- a) Professor Livingston noted that all entities on campus need to be ready for the coming months with regard to the recent election
  - i) The COD can help facilitate structural analysis in order to be prepared and respond to ongoing concerns and issues

### 4) Goals for Next Semester

- a) Draft a statement about bias in course/faculty evaluations
- b) Draft a statement about Questions 6, the departmental review question that addresses diversity

Meeting Adjourned 9:15am