

March 8, 2017 Committee on Diversity (COD) Meeting

Present: Kirsten Wilbur, Grace Livingston, Sam Liao, Vivie Ngyuen, Sheryl Zylstra, Michael Benitez

Note Taker: Kirsten Wilbur

Meeting convened at 9:04am

Review of minutes from February 8, 2017 postponed until next meeting in April.

1) Reports from SGVC, DAC, BHERT, and SLC.

SGVC: No report.

DAC: Vivie reported on the Campus Climate Conversations. DAC is trying to reach different audiences by offering the conversations on different days and times. Grace asked if there are ongoing ways in which DAC members are called on to present diversity information on campus? Vivie responded that there is a focus on working with campus security staff and that Vivie and Michael were asked to inservice ASUPS.

BHERT: Vivie reported their meeting is tomorrow -3/9/17. Right now the committee is working on consistent and streamlined protocol for incidents of bias/hate on campus. They propose that the end of year report look at statistics and to be transparent. There is a need to document when a case is closed and what the response was. They are trying to compliment the Campus Climate Survey.

2) Kirsten re-visited the senate charge re: recommendations to provide guidance about admitting international students. Kirsten will invite IEC to the next COD meeting and offer to collaborate. Michael explained that Mark Harpring is to meet with Roy Robinson and then look at how the IEC and Admissions can work together.

Questions our COD has:

- 1) What efforts toward recruiting international students have been taken before now?
- 2) Is there administrative support for visas/housing?
- 3) What is the purpose of recruiting international students?
- 4) What office should be doing this work?
- 5) How serious is the campus about admitting and supporting international students?

Grace suggested that there be an alignment with the Campus Strategic Plan when planning to admit international students and consider what Campus Strategic Plan goal does this plan best align with. Also, regarding curriculum, is this plan supportive of curricula alignment?

Sam was concerned that a plan to increase the number of international students could become a threat to academic freedom and potential conflicts.

3) Re: bias in course evaluations – Kirsten will contact PSC and Jennifer Neighbors to learn what the PSC may request from the COD.

4) The committee discussed documents sent out earlier with the information from past department reviews re: question #6 about department diversity. Kirsten reported that her email to the chair of the Curriculum Committee was not responded to.

The committee agreed that the department reviews demonstrate a wide range of responses to the question of addressing diversity and that perhaps a more standard definition of diversity be part of the question. The committee also discussed the need to align the department review and question #6 with the campus Diversity Strategic Plan. Committee members questioned how the department reviews are being used and if it is a reflective process for faculty. Is question #6 worth asking? Committee members also expressed concern that the department review is now moving from every 5 years to every 7 years. This will make it difficult to enact change around diversity initiatives. The committee ended the discussion by expressing the need to re-write question #6 defining *diversity* using the campus Diversity Strategic Plan's definition of diversity.

Meeting adjourned 10:00am

Submitted by,
Kirsten Wilbur