

4/5/2017

## Committee on Diversity (COD) Meeting

Present: Sam Liao, Kirsten Wilbur, Grace Livingston, Michael Benitez, Stuart Smithers, Chad Gunderson, Gwynne Brown, Sheryl Zylstra

Note taker: Sheryl Zylstra

Topics:

### 1. DAC update

- a. Grace presented an update of recent DAC activities. She discussed the recent presentation by herself and Vivie to the security department. She noted that there was a good turnout and a good response to the materials presented.
- b. Cracking the Code was presented and was followed by discussion related to relations between security and students with diverse backgrounds.
- c. Discussion around the recent student activity at the presidential inauguration and security involvement ensued. This led to discussions on free speech and the definition of "disruption". A former student was handing out flyers and security intervened. Tensions between security and faculty and students with diverse backgrounds was discussed. Members of the COD discussed the historical and architectural perspectives of surveillance and discussed the implications of providing a high level of security on campus without being unfair to students of color.
- d. The DOC discussed the need to explore:
  - i. Issues related to academic freedom
  - ii. Issues of power on campus

### 2. Motion to the faculty Senate

- a. Discussions regarding the recent incident of a student(s) handing out fliers at the presidential inauguration led to a question regarding whether there should be a response from the COD regarding the incident.
- b. A motion was presented to prompt the faculty senate to have a discussion regarding the letter from Mike Segawa and Kris Bartenen, in regards to the implications for academic freedom and free speech on campus. Sam agreed to draft a letter to the faculty senate on behalf of the COD. The letter would ask for clarifications regarding what is considered disruption on campus.
- c. Grace brought up the discussion on how the COD can increase the spaces for these discussions beyond the faculty senate. How can we increase faculty engagement in these discussions beyond:
  - i. Wednesdays at 4?
  - ii. Campus climate meetings?

3. Motion to the faculty meeting agenda
  - a. This led to the discussion of whether the COD should also attempt to request a discussion of the recent events be put onto the faculty agenda for the next all faculty meeting
    - i. Requests for additions to the agenda are due by Friday, April 7<sup>th</sup>
    - ii. Sam agreed to write a letter from the committee to request addition of a discussion to the faculty agenda
4. Bias
  - a. A repository is being created to inform faculty on topics related to bias in academia. The COD can support this by adding articles/research, etc. to the repository.
  - b. The repository is located on the Sound net site
  - c. The 2012 Campus Climate Survey can be submitted
  - d. The 2015 Campus Climate Survey is not yet ready for submission
  - e. There needs to be more systemic education around bias to the faculty, staff and students.
  - f. We need to talk about the course evaluation document itself
    - i. Should it be kept? Discarded?
    - ii. Should the COD support or propose these discussions?
    - iii. We need to stress the importance of continuing this discussion.
5. A brief BHERT update was provided.
  - a. Tomorrow will be a presentation for the online reporting tool for bias incidents on campus.
  - b. There are typically 60-70 reported incidents of bias in an academic year at UPS.
6. Charge regarding International students on campus
  - a. Diane Kelly responded to Kirsten's inquiry. They are working the charge as well, and have questions regarding the admissions process.
  - b. This discussion will continue.
7. Question 6
  - a. A draft of the COD definition of diversity was presented by Sam via email on 3/8/17 and modified by several other committee members. The current draft contains:
    - i. Part 1: Characteristics of Diversity (age, disability, sex, ...)
    - ii. Part 2: The Process (design of curriculum, admissions policies, hiring...)
    - iii. It was mentioned that a third paragraph/part should be added addressing the history of diversity.
  - b. Kirsten will work on a draft of the diversity definition and send it out to the members.

Meeting adjourned at 10:00 am