

Committee on Diversity Minutes

October 11, 2011

Committee Members Present: Kim Bobby, Westley Dang, Zaixin Hong, Pepa Lago-Grana, Mark Martin, Susan Owen, Czarina Ramsay, Amy Ryken, Megan Sykes, Kurt Walls

The meeting was called to order at 8:04. The minutes of Sept. 28 were approved (with minor modification on the spelling of one committee member's name).

Announcements:

The Diversity and Inclusion Annual Report is completed (Kim Bobbi)

The second film of the Spanish film series will be screened this week (Pepa Lago-Grana)

Oct. 26 Welcome gathering for Queer and BGLAD students (Amy Ryken)

Diversity Breakfast was successful (Amy Ryken and Kim Bobbi)

Climate Survey:

Amy read a few written statements from the survey. Those responding to the survey perceived the Puget Sound community to be generally supportive. Conversely, respondents felt less supported with regard to their individual identities. Some respondents reported incidents of harassment for political views (particularly conservative viewpoints), sexuality and ethnicity. There are increased reports of sexual harassment (male to female) among students.

Cultural Competence:

The committee continued its discussion of the document "What Is Cultural Competence?" Specifically, the committee looked carefully at the Cultural Competence: Awareness, Knowledge, Skills, and Advocacy survey forms. The committee discussed ways to improve the four-part form. Some suggestions for improving the form included: (1) shorten length (to lessen respondent fatigue); (2) edit for redundancy; (3) edit for consistency across four categories; (4) edit for clarity of word choice; and, (5) clarification of some terms, such as "nonverbal expression." Amy suggested combining some of the boxes in the Skills section; Czarina suggested that the phrase "change agent" be changed to "advocacy."

As discussion of Cultural Competency continued, Zaixin raised a question about "unconventional" people. A conversation ensued about the tensions between community standards and individualism. Zaixin also wondered why the committee was not using the word "tolerant" in the survey form. Czarina provided a history of the cultural usage of the word and its perceived limitations.

The meeting was adjourned at 8:50.

Respectfully submitted,

A. Susan Owen