

## Committee on Diversity

Meeting Minutes – February 20, 2012

Committee members present – Czarina Ramsay, Pepa Lago-Grana, Margi Nowak, Susan Owen, Amy Ryken, Zaixin Hong, Kim Bobby, and Kurt Walls

The meeting was called to order at 8:00AM.

I. **Minutes** for the January 24, 2012 meeting – MSP

### II. **Announcements**

- 1) Our next meeting, Monday March 5<sup>th</sup> will be in Jones 010
- 2) Reminder of the exhibit HIDE/SEEK: Difference and Desire in American Portraiture, March 17-June 10 Puget Sound Night at the Museum, Thursday, April 12, 2012, 6:00-8:00 p.m., Tacoma Art Museum Panel Discussion HIDE, BUT NO SEEK: Censorship in Art and in the Queer Community, Thursday, March 1, 2012 5:00-6:00 p.m., Trimble Forum
- 3) CHiSPA had a very successful Lucha Libre (Mexican Wrestling) over the weekend with three to four hundred people attending in the Fieldhouse.
- 4) The new Assistant Professor in Hispanic Studies has accepted an offer and will start at Puget Sound in the fall.

III. **Climate Survey** – Reminder to complete the survey by Friday and encourage your colleague and students.

IV. **New Faculty Orientation** – Kim Bobby and Margi Nowak reported on facilitating the New Faculty Orientation focused on teaching with cultural competency. New faculty members used the cultural competency reflection tool and discussed narratives of classroom interactions written by Puget Sound faculty members. New faculty feedback indicated they appreciated having an opportunity to consider the issue in an environment where there were no wrong answers and where experienced faculty members made themselves vulnerable by sharing teaching struggles in relation to diversity.

### V. **Diversity Liaison**

- 1) There is interest in developing guidelines for the Diversity Liaison on faculty search committees
- 2) HR is developing a notebook of resources for search committee chairs perhaps one could be developed for the Diversity Liaison.
- 3) Kim to ask Dean Bartanen to email this year's search chairs and Diversity Liaisons and ask them to respond to a few questions including
  1. What did the department do differently in the search because of having someone assigned to the diversity liaison role?
  2. What resources did you use? What additional resources might have been helpful?
  3. What questions/issues seemed important as you started the search? Did these change during the search and/or after the search was completed?

VI. **Senate Charges** – we will devote most of our next meeting to this subject.

The meeting was adjourned at 8:47AM.

Respectfully submitted, Kurt Walls