

Committee on Diversity  
Minutes  
April 22, 2013

Committee members in attendance: Lisa Ferrari, John Lear, Aislinn Melchior, Czarina Ramsay, Amy Ryken, Chair, Carolyn Weisz, George Tomlin, and student member Hannah Smith.

Meeting called to order by Chair Amy Ryken at 8:32 AM.  
Minutes for April 8th will be considered at the May 6th meeting.

**Announcements:**

The committee will hold its last meeting of the year on May 6th. The agenda will be feedback from those in the diversity liaison role, and debriefing the campus chairs' meeting on April 24th.

**First Item of Business:**

New campus social diversity definition- proposed changes to include national origin and citizenship/documentation status were reviewed to by Human Resources.

Revised Version: Characteristics that could cause groups or individuals to be systematically excluded from full participation in higher education, including age, disability, gender, race/ethnicity, national origin, religion/spiritual tradition, sexual orientation, job status or socioeconomic class, citizenship/documentation status, personal appearance, and political beliefs.

**Moved** (Weisz)/**Seconded** (Ferrari)/**Passed** to accept the definition revision

**Second Item of Business:**

Plan for Meeting with Chairs/Program Heads on April 24, 2013

Content outline

1. Why the Committee on Diversity comes to the Chairs today; Senate charge
2. Present our findings and our proposal (still in progress)
3. Gather from chairs their departmental perspectives (in writing and orally), both on what else they are doing for diversity and their reactions to the proposal
4. Show next steps slide (summer Burlington Northern curriculum development plan; proposal to faculty in AY1314); invite further input as the proposal moves forward

The committee resolved to focus on the benefit to students of having a diversity and equity overlay requirement.

In anticipation of chair questions, a discussion ensued about the magnitude of change such a requirement would entail. If the rubric were strictly defined, then more change in courses would be needed. In theory, any faculty member could propose a course that met the rubric. Some level of curricular change is anticipated. Pragmatically, the Associate Deans are responsible for allocating the resources needed for any new curricular requirement. The committee resolved to seek information from the registrar as to how many students are already taking at least one course that appears to meet the proposed diversity and equity overlay definition. Some discussion took place about how much each qualifying course would need to incorporate students examining their own social position. The extent would be determined by the final wording of the rubric, which would then be used by the Curriculum Committee to assign courses the diversity and equity designator.

The committee then turned its attention to the future of the proposal. Noting that the Faculty Senate was happy with the committee's work as presented in the year-end report to the Senate, it was expected that the proposal could come before the Faculty Senate in Fall 2013, for deliberation and a vote by the full faculty in AY1314.

Committee member roles for the presentation to chairs were decided. Chair Ryken reminded the committee of the importance of being succinct at the chairs' meeting, so as to allow maximum discussion time for chairs.

Meeting adjourned at 9:35.

Respectfully submitted by George Tomlin