

Faculty Committee on Diversity 2008-2009 Annual Report to the Senate

Introduction

This final report marks the end of almost twenty years of activities under bylaws that were adopted by the Senate in 1991. Under those bylaws, the Diversity Committee boasted one of the largest memberships of any faculty committee and included a number of vice presidents, students, and staff members. The Committee wishes to thank the students, staff, and administrators who served this Committee for the past two decades. Pending approval by the Board of Trustees, the Committee anticipates convening next year constituted differently and operating under a new set of bylaws.

This report begins by listing the Committee's membership and then reviews activities independent of Senate charges, summarizes activities addressing the Senate's charges to the Committee, and concludes by recommending charges for next year.

Committee Membership

The membership of the 2008-2009 Diversity Committee (in alphabetical order) consisted of: Kim Bobby (Chief Diversity Officer and School of Education); Monica DeHart (Spring only; Comparative Sociology); Lisa Ferrari (representing Kris Bartanen, Dean of the University); Zaixin Hong (Art); Judith Kay (Religion and chair); Yoshiko Matsui (representing Mike Segawa, Dean of Students); Paula Meiers (representing George Mills, Admission); Jan Moore (Staff Senate); Nancy Nieraeth (Human Resources); Angelina Nockai (Fall 2008- student); Margi Nowak (Comparative Sociology); David Sousa (Politics and Government); Justin Tiehen (Philosophy); and Harry Velez-Quinones (Foreign Languages & Literature).

Report of Activities Independent of Senate Charges

Participating in national conferences devoted to diversity issues in higher education

In Spring 2008 the Committee had requested from the Associate Deans' Office a small budget of \$500 to support activities related to the work of the Committee. This budget was not granted. However, the Committee was successful in securing \$100 from the Associate Deans' Office to continue its program of sending delegates to participate in and gather information from national diversity-related conferences. This year the Committee supported the Power of One Queer & Allies Student Conference that was held at Puget Sound in April 2009.

Assisting the Admission Office to Recruit Students of Color

Director of Admission, Fumio Sugihara, requested assistance from Committee members in calling accepted students of color with the goal of converting them to matriculated students. Several volunteers agreed to call about ten students each in order to answer

questions, discuss Puget Sound's commitment to diversity, academic opportunities, and campus climate.

Participating in the Bias-Hate Education Response Team (BERT)

David Sousa volunteered to represent the Committee on BERT. He served as a liaison by communicating concerns about BERT's role and functions and by exploring different views about the best institutional home for BERT.

Serving as Liaisons to Student Diversity Groups

Each faculty member contacted two or more student diversity groups to inform them about the work of this Committee and the resources available to such groups.

Sponsoring an Informal Discussion of What Diversity Means

Subsequent to the faculty vote on the bylaws, the Committee met with a few faculty members who had concerns about the Committee, its direction, and/ or about diversity issues on campus. This gathering was intended to provide a forum for colleagues to discuss diverse views of diversity in an informal setting. The Committee plans to continue to provide such gatherings next year.

Collaborating with other diversity-related groups

Diversity Advisory Council (DAC): Harry Velez-Quinones volunteered to serve as the liaison to the DAC this year.

DAC's Curriculum and Faculty Advising Task Force: Judith Kay and Harry Velez-Quinones served this group. Among other tasks, that group undertook a review of diversity in the university's course offerings. Goal two of the University's Diversity Strategic Plan calls for "support [of] continued development of curriculum...that addresses social diversity..." Documenting the diversity in Puget Sound's curriculum will highlight the variety of diversity already represented. Such data may reveal opportunities for further development.

The Task Force recommended and the Diversity Committee concurred that documenting the diversity in the curriculum should become one of the Committee's ongoing charges.

DAC's Implementation Task Force: As Chair of the Diversity Committee, Kay was invited to help this group that is currently conducting a cascading interview process to solicit positive stories of positive and rewarding diversity experiences while at Puget Sound.

Diversity Subcommittee of the Committee on Teaching: Kay was invited to serve in her capacity as chair of the Diversity Committee. This subcommittee generated three programs for the Wednesday at 4:00 gatherings. The first was on October 8th, entitled "What Does the Neustadt Report Mean for Helping Black, Hispanic, Native

American, and First-Generation College Students to Prosper at Puget Sound?" The second on February 18th was entitled "How and Why Weaving Diversity into the Class Improves Learning." The third, on April 22, entitled "Student Narratives about Difference at Puget Sound," contained dramatic readings from interviews with students about their experiences of diversity at Puget Sound.

Due to these additional assignments, the Committee recommends that the election of co-chairs in 2009-2010 and/or the appointment of liaisons to various groups.

Report of Activities Related to Charges Received from the Senate in Fall 2008

The committee received three charges from the Faculty Senate at the start of 2008-2009. These charges, shown in italics below set the course for the year's activities.

Charge #1: Continue working with the Faculty Senate to reconstitute the Faculty Diversity Committee, revising the bylaws for this committee and facilitating approval of such changes in a timely fashion.

Reworking the bylaws to secure faculty approval was a time consuming, educational, and ultimately rewarding process. The Committee did not need to create bylaws from scratch as it had received from last year's Committee a draft that had been submitted to the Senate in its year-end report. The most substantive change in that draft was the elimination of all traces of the Committee's origins as a university-wide body that reported to the President. This draft proposed the creation of a faculty senate committee comparable to other committees and the formation of distinct student and staff senate diversity committees. The second major emphasis was to develop a committee that had important tasks that extended beyond assisting other units on campus.

This year's Committee edited the received draft and on October 6, 2008 the Chair, Judith Kay, presented it to the Senate for endorsement. Discussion centered on definitions of diversity, membership, and how to interpret the term "under-represented groups" in terms of faculty hiring. The Senate asked the Committee to reconvene to address these and other issues. On November 25, 2008 the Committee approved a substantially tighter version of the bylaws and presented them to the Senate on December 1st. The Committee made subsequent revisions and Kay presented those at the Senate's January 26th meeting, where they were endorsed by the Senate (with one nay vote) for consideration by the full faculty.

The Committee developed a rationale for the revisions in preparation for the first reading at the faculty meeting of the new bylaws on February 17, 2009, where a few friendly amendments were made. On April 6, 2009, the faculty approved the bylaws with one amendment by a vote of 42 to 13 (73.36%).

The minutes of all meetings mentioned above contain the details of the discussions and revisions.

The Committee wishes to thank many senators for their guidance and help, especially Senate Chair Douglas Cannon. The Committee thanks ASUPS, the Staff Senate, the Office of Admission, and the Dean of Students Office for their approximately two decades of service to the Committee.

Below are the bylaws approved by the faculty that will come before the May 2009 meeting of the Board of Trustees:

Faculty Bylaws, Article Five, Section Six:

H. The Committee on Diversity

- a. The Committee shall consist of the Dean of the University (ex-officio); the Chief Diversity Officer (ex-officio); no fewer than seven appointed faculty members, and one student.
- b. The duties of the Committee shall be
 1. To serve the university's goal of increasing the social diversity of the campus.
 2. To participate in the development of initiatives that enable the university to hire new faculty from historically under-represented populations and to support better the retention and success of such faculty.
 3. To work with the President, Vice-Presidents, and the Chief Diversity Officer concerning diversity initiatives that can benefit from faculty presence and leadership, as needed.
 4. To establish liaisons with key university units including staff and student diversity groups to assess strategic needs and work collaboratively in diversity-related initiatives, as needed.
 5. To work with colleagues to maintain an inclusive classroom environment; to promote academic freedom and freedom of expression, as needed.
 6. To activate, collaborate with, and oversee a group, focused on education, that will address, as needed, manifestations of prejudice or bigotry within the campus community through activities that include the promotion of academic freedom and freedom of expression; to include the activities of this group specifically in the annual report to the Faculty Senate.
 7. Such other duties as may be assigned to it.

Charge #2: Continue to develop and implement a program for including diversity issues as a permanent element of faculty development.

During the summer of 2008 a subcommittee consisting of outgoing Chair Nila Wiese, Chief Diversity Officer Kim Bobby, Director of Academic Advising, Jack Roundy, and

Monica De Hart planned a program for first-year advisors to fulfill a charge from the Senate. After considering several facilitators, the subcommittee selected a group called Tools for Change and met with its leaders about the needs of Puget Sound faculty. Several members of the Committee attended the after-dinner "Classroom Inclusion Workshop."

The subcommittee solicited feedback that was collected by Kim Bobby. Reactions to the program were mixed; but all agreed it was too experiential and not geared to the needs of the faculty.

This year's subcommittee consisted of Kim Bobby, Justin Tiehen, David Sousa, and Lisa Ferrari. They have begun to gather anonymous narratives of classroom experiences from faculty that will serve as a "text" that faculty advisors can respond to and reflect upon during an hour of their annual fall training organized by Jack Roundy. The subcommittee will meet over the summer of 2009 to continue its planning. The Committee recommends that this charge be renewed for the upcoming year.

Charge #3: Examine the language of the University's diversity Statement in light of suggested changes from the Coalition Against Injustice and Racism.

The Committee debated the wisdom of engaging in a deep examination of the language of the Diversity Statement when this was likely to lead to years of work and process revising a statement completed fairly recently. Members agreed that having accepted the Senate's charge we were required to examine the statement. The early discussions of this matter led to agreement among committee members that (a) the statement's language may be too passive, and (b) that the statement should identify the historically-underrepresented groups whose access to and participation in the university community the university aims to enhance. The Committee recommends continuing this charge into 2009-2010.

Below is the current university Diversity Statement, with the revised wording from the Coalition Against Injustice and Racism (CAIR) included in **BOLD**:

DIVERSITY STATEMENT

We Acknowledge

- the richness of commonalities and differences we share as a university community.
- the intrinsic worth of all who work and study here.
- that education is enhanced by investigation of and reflection upon multiple perspectives.

We Aspire

- to create respect for and appreciation of all persons as a key characteristic of our campus community.

- to increase the diversity of all parts of our University community through commitment to diversity in our recruitment and retention efforts.
- to foster a spirit of openness to active engagement among all members of our campus community.
- **to have diversity in terms of race, socioeconomic status, gender identity, ethnicity, ability, sexuality, and religious affiliation within our student, faculty, and staff community.**
- **to deepen our understanding of the distinct yet intersecting histories that have shaped our identities and the associated forms of oppression.**
- **to provide full access to those groups to which it has been historically denied**

We Act

- to achieve an environment that welcomes and supports diversity.
- to ensure full educational opportunity for all who teach and learn here.
- to prepare effectively citizen-leaders for a pluralistic world.
- **to confront racism, sexism, classism, and other forms of oppression in a manner that effects change**

Proposed Charges for 2009-2010

1. Continue to review the language of the University's Diversity Statement in light of suggested changes from the Coalition Against Injustice and Racism and present suggestions to the Senate (see above).
2. Continue to develop and implement a program for including diversity issues as a permanent element of faculty development and to assess and refine said program.
3. Continue to sponsor informal discussions with faculty about diversity matters.
4. Create and maintain a website with technical assistance from the Associate Deans' Office that displays courses at Puget Sound with significant diversity content. This charge includes updating the information annually.
5. Per the new bylaws, assume oversight of the Bias-Hate Educational Response Team (BERT), address concerns about its name, and appoint two Committee members to BERT.
6. Collaborate with faculty-related diversity efforts on campus by creating liaisons to groups such as:
 - a. the Diversity Advisory Council (DAC)
 - b. the DAC Curriculum & Faculty Advising Task Force
 - c. the Diversity Subcommittee of the Committee on Teaching
 - d. the October 14-16, 2010 Race and Pedagogy national conference.

Respectfully submitted,
Judith W. Kay, Chair

