

Diversity Committee Minutes
February 11, 2009

Committee Members/ Present: Zaixin Hong, Lisa Ferrari, Monica DeHart, David Sousa, Yoshiko Matsui, Judith Kay, Justin Tiehen, Nancy Nieraeth, Margi Nowak

The meeting was called to order by chair Kay at 8:05 a.m. Nowak was appointed as the minute-taker. The minutes of the January 28 meeting were reviewed and, after several small friendly corrections, approved.

Reports and Discussion

1. Comments on the draft of the rationale for Diversity Committee Bylaw Revision that would be emailed to the faculty later in the day
 - A. The committee spent almost 30 minutes fine-tuning the wording and placement of specific phrases and subheadings in the draft
 - B. The careful reading and editing provided to committee members by Lisa Ferrari in her February 9 email were noted and appreciated

2. Report from the Subcommittee concerning Charge Two: "Continue to develop and implement a program for including diversity issues as a permanent element of faculty development"
 - A. Discussion of ways to incorporate narratives that involve diversity issues...
 - i. faculty narratives as resources
 - "this is what came up in my class, and this is how I interpreted and worked to deal with it"
 - collected from volunteers during the spring
 - distributed in fall, perhaps in the form of a Prelude-like pamphlet or webpage, targeting freshmen advisors in particular
 - ii. student narratives as examples
 - "this happened to me here at UPS and it hurt"
 - Kim Bobby already has heard such stories; her role in summing up and extracting key points from such narratives will be critical
 - B. Brief discussion (we were running out of time) of Kris Bartanen's offer to fund a faculty event (dinner? focus group discussion?) that would pursue further exploration of diversity issues in this vein
 - i. emphasis on listening to our colleagues
 - to identify what their diverse needs may be
 - to identify some of the common, enduring problems that faculty confront
 - ii. recognition of the benefits of targeting such events to specific academic or even disciplinary areas (rather than aiming for a general audience)
 - natural sciences: how can our fields be made to be more open to a wider range of students and would-be practitioners?
 - humanities: what discussions are likely to come up in such classes?
 - fine arts: what specific issues need to be addressed here?
 - social sciences: diversity issues may already be an expected part of the discourse; what have we learned that is successful?

3. Reminder: faculty meeting February 17 – beginning of discussion of bylaw revision for the Diversity Committee

The meeting was adjourned at 8:55.

Respectfully submitted~

Margi Nowak