

The Committee on Diversity Minutes
09/09/2008, Tuesday, 8am

In attendance: Kim Bobby, Lisa Ferrari, Zaixin Hong, Judith Kay, Margi Nowak, David Sousa, Justin Tiehen, Harry Vélez, and Stacey Weiss.

Today's agenda. Stacey Weiss, the Senate liaison, opened the first Committee meeting with two agenda items: 1) election of a Chair, and 2) discussion of the three charges to the Committee on Diversity adopted by the Faculty Senate on September 8, 2008.

Judith Kay was unanimously elected as the Chair. She took the chairpersonship immediately.

Motion to accept the three charges to the Committee on Diversity adopted by the Faculty Senate on 08 September 2008 was passed unanimously. The Charges are:

1. Continue working with the Faculty Senate to reconstitute the Faculty Diversity Committee, revising the bylaws for this committee and facilitating approval of such charges in a timely fashion.
2. Continue to develop and implement a program for including diversity issues as a permanent element of faculty development.
3. Examine the language of the University's Diversity Statement in light of suggested changes from the Coalition Against Injustice and Racism.

Before the motion was made, committee members discussed a few related issues, some of which had been raised in the interactive workshop on September 4 about creating an inclusive environment for all students in the classroom. Facilitated by Tools for Change, the workshop-discussion tried to help faculty to reflect on those students who have voiced their feelings of having been unintentionally marginalized in their classroom. Staff and faculty met with the leaders of Tools for Change and provided them with detailed documents about our campus, such as the diversity strategic plan, narratives of minority students about their experiences on campus, and the CAIR document from last spring. Invitations were sent to all first year advisors as well as to the general faculty. Some faculty who could not make it to the workshop due to schedule conflicts indicated a desire to participate in a future workshop. The workshop leaders sought to help participants reflect about how they respond to students who express that they feel marginalized. Participants reported mixed reactions to the event; those on the committee who attended felt that they were not given specific tools which they could use and that the workshop was not tailored for Puget Sound, despite advance efforts to instruct the leaders.

In order to achieve a better result in a future session, it was recommended to get more feedback from the participants of the first one. Some skepticism exists whether the workshop is a sort of sensitivity training. In fact, the purpose of workshop is not to train anybody, or to show something deficient about us; rather, such workshops and related events are intended to enhance our awareness of particular groups within the campus community. Such efforts in education as this year's Susan Resneck Pierce Lectures in

Public Affairs and the Arts delivered by Cory Booker on *Bridging the Divide: The Strengths and Challenges of Diversity in America* is much needed and greatly appreciated. The committee is eager to learn from faculty, especially skeptics, about how they perceive their needs around issues of diversity so that future events can meet a variety of needs.

There was a brief discussion of assisting ASUPS with its appointment of four students to the committee. Members were asked to forward student nominees to Judith Kay by Sept. 15th, who will forward them to the ASUPS president. Stacy Weiss volunteered to contact the Staff Senate about its appointees to this committee.

Agendum for the second meeting on September 23. Committee will vote to appoint people to the Advisory Council to the Chief Diversity Officer.

Meeting adjourned at 9 am.

Respectfully submitted,

Zaixin Hong