

## **DIVERSITY COMMITTEE MINUTES NOVEMBER 11, 2008**

Committee Members/Representatives Present: David Sousa, Kim Bobby, Margi Nowak, Stacey Weiss, Zaixin Hong, Judith Kay, Angelina Nockai, Harry Vélez, Lisa Ferrari, Jan Moore, Yoshiko Matsui, Justin Tiehen, Paula Meiers

The meeting was called to order by chair Judith Kay at 8:05 a.m. Harry Vélez was appointed as the minute-taker. The minutes of the previous meeting (October 28th) were reviewed and approved after Lisa Ferrari briefly explained a minor change to them.

Chair Judith Kay pointed out that the revision of the bylaws is moving forward at a reasonable pace and stated her hope that they could be ready in time for the next meeting of the Faculty Senate.

Kay also noted that work on charge #2 of the Faculty Senate has been moved to the back burner. She asked for volunteers to form and sub-committee to help lead the committee in full once it begins to tackle charge #2. Justin Tiehen, Kim Bobby, and Lisa Ferrari volunteered.

### **ANNOUNCEMENTS:**

- Readings from 1620 Bank St. – C. Rosalind Bell
- Native Pride Dance Ensemble

### **DISCUSSION ITEMS:**

- Sousa initiated a conversation regarding BERT and to whom is BERT supposed to report to. It was explained that it was decided that BERT's administrative home is the Office of the Dean of Student Affairs, but that BERT does not report to the Dean of Students. The Diversity Committee is responsible to activate BERT, but all records of BERT's activity are kept in the Office of the Dean of Student Affairs.

### **REVISION OF THE BYLAWS**

- Kay raised the question of whether the Committee needs to define “diversity” when it uses the term in its bylaws. The Committee has traditionally done so, most recently in the incarnation of the revised bylaws prior to the meeting. In that document it agreed to state that: “The committee's aim is to serve the university's goal of increasing the social diversity of the faculty. "Social diversity" refers to the Glossary of Terms from the University Diversity Strategic Plan.”
- After some discussion it was agreed that the Committee will indeed define diversity as stated above.
- Kay suggested that we re-consider the membership of the Committee as stated in the working version of the bylaws to include a student member. A motion was offered, seconded, and approved.

- Item #3 in the working copy of the bylaws was amended as follows:  
Work with the President, Vice-Presidents, and the Chief Diversity Officer in diversity initiatives that *can benefit from* faculty presence and leadership, as needed.  
A motion was offered, seconded, and approved.
- Item #4 in the working copy of the bylaws was amended as follows:  
Establish liaisons with key university units *including student and staff diversity groups* as needed, in order to assess strategic needs and work collaboratively in diversity-related initiatives.  
A motion was offered, seconded, and approved.
- Item#5 of the working copy of the bylaws was eliminated. In doing so, the Committee deleted the following text:  
Report annually to the Faculty (*and elsewhere on campus as the Committee deems appropriate*) the university's efforts and results achieved in the following areas:
  - a. recruitment and retention of faculty members from *historically under-represented* groups.
  - b. progress of ~~these~~ *academic* departments ~~completing their five-year reviews~~ toward *their own* diversity-related objectives. [I do not believe this change obligates us to review every academic department annually. The committee could develop its own rotating plan to parallel that of the Curriculum Committee, for instance.]
  - c. university responses to incidents of bias or hate on campus. [I presume that confidential adjudications under staff, student, or faculty codes could be reported as incidents while protecting confidentiality.]

The committee agreed that its efforts to recruit and retain faculty from historically under-represented populations will be included in the committee's annual report to the Senate. It also asserts that the diversity committee is free to make reports to the full faculty; it does not need a special by-law permitting such reports. It clarified that academic department's efforts to reach their own diversity goals are communicated to the Curriculum Committee and that the Chief Diversity Officer (CDO) could cull this data for her annual report to campus. Other university efforts would also be reported by the CDO in her annual report.

The Committee tabled further revision of the bylaws until its next meeting.

Respectfully submitted,

Harry Vélez Quiñones  
Professor of Hispanic Studies