The Committee on Diversity Minutes
11/25/2008, Tuesday

In attendance: Kim Bobby, Zaixin Hong, Judith Kay, Yoshiko Matsui, Paula Meiers, Margi Nowak, David Sousa, Justin Tiehen, Harry Vélez, and Stacey Weiss.

Chair Judith Kay called the meeting at 8:05 am.

The committee reviewed and approved the minutes of the previous meeting (11/11/2008).

New Business

The committee approved a request of a sum of up to $500 (with $100 coming from the Associate Deans' Office) to sponsor the "Power of One Regional Queer and Allies Student Conference" to be held at Puget Sound in 2009.

Old Business

A report was made by members of subcommittee on Charge Two "to develop and implement a program for including diversity issues as a permanent element of faculty development." In the spring, the first year advising sessions gathered ideas related to diversity issues, which later on were incorporated into the first year advising course. Some faculty have addressed them as academic issues for class discussion in their freshmen seminars, but further interactive feedback needs to be collected. In the fall program, the Academic Advising Department took charge of the freshmen residential seminar, and two faculty members taught diversity themes. Along this line, The Center for Writing, Learning, and Teaching hosted the discussion (11/19/2008) on "How Well Does the Curriculum and the Campus Reflect Religious Diversity." More meetings on these issues can be held, yet the subcommittee's own responsibility still needs to be clarified.

Getting back to the discussion of the proposed by-law revisions, the committee deliberated certain issues raised in the previous meeting as well as through email exchanges during the past few weeks, in regard to the content and language of by-law items. Prior to the meeting, Chair Kay solicited responses from about a dozen colleagues to an earlier draft of our by-laws, and asked last year's co-chair, Nila Wiese, to summarize past history of the by-laws revisions for all of the committee members, so those who were not in last year's discussion can have a fuller understanding of the process.

One member questioned whether it is necessary to have item #5 (To work with colleagues to maintain an inclusive classroom environment) since the Senate is in charge of the matter. Another member explained that having item #5 will show the committee's being "grounded." One member expressed his concern with item #2 (To participate in the development of initiatives that enable the university to hire new faculty from historically under-represented populations and to better support the retention and success of such

faculty), because such a population is small. The administration has not done enough, so the committee represents the faculty to fight against underrepresentation. It was also argued that these two items are connected. The concerns of the two "populations" are complementary, with item #2 putting an emphasis on Faculty, and item #5 on students. Item #2 is the primary obligation of the committee, while classroom issues are secondary. Both deserve attention.

For Item #6 (To activate the Bias-Hate Education Response Team annually, collaborate with it as needed, and make an annual report of its utilization), one member questioned whom the report is addressed to: to the Faulty Senate, to the campus community, or to nobody specifically.

After some deliberation, the committee confirmed the changes of some items of the by-law as follows.

Proposed revision #10 to the by-laws of the Diversity Committee (changes indicated in the margin)

The Committee on Diversity

a. The Committee shall consist of Dean of the University or designee (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 as defined in the University's Diversity Strategic Plan.

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.

6. To activate the Bias-Hate Education Response Team (BERT) annually, collaborate with it as needed, and make an annual report of its activities to the Faculty Senate **.**

7. Such other duties as may be assigned to it.

A motion to approve the above changes was offered, seconded, and approved.

Meeting adjourned at 8:55 am.

Respectfully submitted,

Zaixin Hong