

Diversity Committee Minutes for March 25, 2008

In attendance: Nila Wiese, Andrea Cobb (for Kim Bobby), Leslie Saucedo (faculty Senate representative), Judith Kay, Monica DeHart, Carol Lentz, Nancy Nierath, Margi Nowak

Meeting was called to order at 8:05am

Question was asked by Carol. She has been asked to attend Staff Senate meeting on April 9 to talk about the proposed changes in the Diversity Committee, i.e. formation of Staff and student versions. Nila will forward some information to Carol. Nancy also attends Staff Senate meetings, so will be there for information and questions as well.

New Business:

The Faculty Senate approved a motion that freshman advisor training has a specific diversity training piece. The Diversity Committee has been asked to work with Jack Roundy on such training and where it will fit into the training schedule. Leslie will send the committee members the approved text. Freshman advising has been chosen as the starting point for including diversity training as it will cover the greater part of faculty over time. There was discussion as to whether the committee was expected to design the training; whether faculty members from the Diversity Committee were expected to deliver the training, the expected content and focus of such training, and of whether it was realistic for the committee to design and coordinate such a program in the remaining three meetings of the semester. The issue of budget for such a program, and whether it should be done by UPS staff or an external consultant or trainer was also brought up. The committee agreed that the design and coordination of a more permanent diversity training program for freshmen advising would be included in the Committee's charges for next year. In the meantime, Nila will talk to Jack Roundy to explore options for a temporary program that can be implemented in the Fall 2008. Issues to discuss for the Fall program include length of training, how to fit into existing schedule, budget (if an external trainer is to be hired; and expected quality of the training to be delivered (the importance of positive word of mouth for the first trial of this training was emphasized). Consultation was also suggested with the relevant subcommittee of C.A.I.R. about its specific goals and hopes for such diversity training. It was pointed out that there were people in attendance who have access to resources that would be helpful to both the committee and Jack. A suggestion was made to have something in the Advisor Manual about Do's and Don'ts. There was a suggestion that information on students' cognitive and emotional developmental stages be included as well.

Andrea announced the Tagline for Moment-US: Compassionate Campus: Exploring and Embracing Our Diversity. Nila has a list of events and Kim needs commitments to volunteer for specific events and/or provide additional suggestions. Nila will send that list to the committee members.

Kim is organizing focus groups for a revision of the Diversity Poster the first week in April. Also, publicity (flyers and newspaper ad) for the contest on the BERT logo will be distributed the first week of April; the contest will last for a month.

Public presentations of The Diversity Strategic Plan are tentatively scheduled for April 21 from 6-8pm in Schneebeck and April 24 from 12-2pm in the Rotunda.

Continuing Business:

For the Staff Senate conversation it was suggested that a version of the Faculty Subcommittee bylaws be presented to the Staff for their own discussion around Staff Senate bylaws. For the student representation there was an alternative model presented that ASUPS appoints 3 representatives to the Advisory Committee rather than creating a Student Diversity Committee. A student committee may be formed if students bring forward interest, motions to ASUPS (liaison role of faculty committee may assist them). The committee considered suggested changes to Faculty Subcommittee bylaws and provided feedback; Nila and Mike will work on a final document for the Committee to vote on at the next meeting.

Meeting was adjourned at 9:05am.