

Minutes of the Diversity Committee Meeting of 4 October 2007

Present: Nancy Nieraeth, Nila Wiese, Mike Valentine, Margi Nowak, Monica DeHart, Yoshiko Matsui, Janet Marcavage, Heather Ahuero, Carrie Washburn, Stacey Weiss, Paula Meiers, Harry Vélez, Marcos Goldstein, Kim Bobby, Judith Kay

Absent: Heather Clifford, Skylar Bihl

**The meeting was called to order at 8:05 by Chair Wiese.
The minutes of the previous meeting were approved (MSP).**

Announcements:

Two new student members, Marcos Goldstein and Heather Ahuero, were introduced. Our Faculty Senate liaison, Stacey Weiss, also was introduced. Hispanic Heritage Month is underway and everyone was encouraged to support its activities.

Report by Kim Bobby on recent BHERT activities following the off-campus party with a racially offensive theme:

Kim observed that although the campus-wide conversation was primarily a reaction to an incident, the recommendations for pro-active initiatives matched those from other conversations. These included such activities as a campus-wide moment at the beginning of every school year to affirm values and discuss appropriate behavior; discussion of a common book; a core course on diversity. Kim indicated that conversations will be held prior to Halloween parties to remind students about appropriate themes. She welcomed suggestions for different models and strategies for BHERT to consider.

Establishment of committee liaisons with student groups:

The liaison's tasks include: visiting a few meetings and introducing ourselves; staying in touch with the student club President throughout the year; and assisting with activities (promotion of activities) as needed. We do not take the place of a faculty advisor.

Yoshiko Matsui distributed a list of student groups and new liaisons were established for 2007-08. She will distribute an updated list at the next meeting.

Report on Senate discussion of our self-study report submitted last year:

Stacey Weiss indicated that our request for discussion of the by-laws for this Committee, including membership, was discussed by the Senate and will, she hopes, be put on its agenda in several weeks after its opening semester tasks are completed.

Discussion of new Senate charges for 2007-08:

Stacey Weiss indicated that charges #1-5 were taken from the Committee's end of year report. Charges #6 and 7 are new. General discussion of charges #1-6 ensued and the following points were made:

- The Committee recognizes that Charge #6 from the Faculty Senate authorizes this Committee to assist Kim Bobby and Mike Segawa to appoint people to BHERT, because the co-chair of BHERT comes from this Committee. BHERT consists of

- a standing group that then calls on various sectors of the campus community as needed. Kim Bobby and Mike Segawa will commence issuing invitations.
- BHERT is housed currently within the Dean of Students Office (DOS), which generates a data-base of student misconduct. A protocol is being designed to flag those incidents involving students that might fall under the responsive purview of BHERT. For incidents involving faculty and staff, Harassment Response Officers are responsible for alerts to BHERT or for activating the BHERT protocol.
 - Harry Vélez asked whether discussing incidents pertaining to faculty should fall under this Committee's purview, such as occur when another institution attempts to woo away a minority faculty member and the administration does not provide competitive resources in order to retain that individual. The consensus was that these incidents do fall under this Committee's purview, and recommended this faculty matter as a future agenda item.
 - Kim Bobby reported on her efforts to meet with departments about advertising, recruiting, and welcoming, new minority faculty into the Puget Sound community and its environs.
 - Harry also inquired about activities this Committee could take around curricular concerns. Carrie Washburn relayed the Committee's history of first attempting to generate a list of courses with a significant diversity component, which collapsed because the notion of diversity became so broad that it included every course in the curriculum; and second, proposing to the faculty inclusion of a diversity course in the core curriculum, which was voted down by the faculty. Carrie noted that the Committee was successful in ensuring that every department in its five-year self-study addresses the question of how its curriculum advances diversity.

Discussion then turned to new Senate Charge #7 which reads:

“Consult with the Race and Pedagogy Initiative Task Force regarding its suggestions on the diversity work of the campus, including diversity training and advance planning of major diversity events.”

The Race and Pedagogy Task Force made initial recommendations specific to the Puget Sound campus. The Committee believes that this charge refers narrowly to those recommendations. Since the Race and Pedagogy Task Force generated the recommendations, it was agreed that was appropriate for that group to converse and collaborate with this committee on their implementation, rather than vice versa.

After additional discussion, the following motion was MSP:

The Committee requests the Senate to revoke Charge #7 as written. Instead, it proposes the following language: The Faculty Senate shall invite the Race and Pedagogy Initiative Task Force to engage in conversation and collaboration with the Diversity Committee about the implementation of the Task Force's recommendations for campus activities.

Discussion of future agenda items:

Judith proposed developing a new proposal about the duties and structure of this Committee as a draft document to take to the Senate for its discussion of this Committee

in a few weeks. Nile and Mike will work on finding an additional staff member and one additional student member to complete our roster.

The meeting was adjourned at 9:58 by Chair Wiese.