

Diversity Committee Minutes December 6, 2007

Committee Members Present: Heather Clifford, Monica DeHart, Yoshiko Matsui, Margi Nowak, Carrie Washburn, Nila Wiese, Mike Valentine
Faculty Senate Liaison Present: Stacey Weiss

The meeting was called to order by chair Wiese at 8:05 a.m. Nowak volunteered as the minute-taker. The minutes of the last meeting were reviewed and approved.

There being no Announcements, members immediately launched into a continuation of the discussion of the draft revision of the Diversity Committee Self-Evaluation.

Wiese read from an email sent by Carolyn Weisz in response to a request for feedback. Weisz's suggestions and points raised (summarized below) led to a fuller discussion of some of the points not yet worked out among committee members. Among Weisz's comments were the following:

- Given the generality of the goal of "increasing the diversity of the student body and faculty", perhaps the Diversity Committee should review each year a formal statement of the short-term and long-term goals, strategies, and outcomes that key players (e.g. Admissions, HR) are using related to diversity
- Given the increasing proliferation of diversity-enhancing attempts made by multiple departments, clubs, and programs on campus, perhaps the DC would be well served by a system (somewhat similar to Yoshiko's diversity listserv, but geared toward a faculty/staff audience) that could help the committee stay current in its knowledge and awareness of developments related to governance, recruitment, scholarship, curriculum, etc.

Committee members agreed with Weisz's comment that the DC should continue to embrace the goals of and thereby support the work of the Race and Pedagogy Initiative.

The discussion then turned to a consideration of the issue of goals and objectives in general, specifically focusing on questions related to accountability and the measurability of these goals. Looking at the 12 or 13 duties of the DC listed in the draft copy, members commented on the lack of a clear sense of how some of these would or should be measured and/or evaluated.

Similarities and differences in this respect were pointed out between this committee and the Committee on Student Life, particularly in relation to the role of key campus officials in relation to each (e.g. the Dean of Students vis-à-vis the SLC and the Chief Diversity Officer vis-à-vis the DC). Related questions (discussed, but not conclusively answered) included the following:

- What is this committee's relationship with the newly appointed Chief Diversity Officer? (Everyone agrees that we want to "support Kim" in her work, but what does/should that mean?)
- What is (or ought to be) the composition of this committee?
- Should the committee grow to include more staff and/or more students?
- What degree of oversight should this committee have on diversity-related issues, practices and policies across the campus?

As the discussion proceeded, we turned, as always, to the committee's unofficial historian, Carrie Washburn, for help recalling the twists and turns of this committee since its inception. This turn of conversation brought forth the sober realization that we will soon have to get along without Carrie's presence and institutional memory, and this led to the penultimate topic of discussion for the meeting: expressions of gratitude and good wishes to Carrie for her post-dean incarnation.

The meeting concluded with a meeting date for next semester set for 8 a.m. Tuesday January 29th

The meeting was adjourned at 8:55 a.m.