

Present: Susan Owen, Lisa Ferrari, Michel Rocchi, Margi Nowak, Steve Soule, Collin Veenstra, Ayanna Drakos, Justin Tiehen

Chair Susan Owen called the meeting to order at 4:10 (after graciously bringing and serving light refreshments).

The minutes from the February 11 meeting were approved.

Discussion: reflections on the 2006 *Climate for Diversity Survey*

- identification of the three themes for discussion:
 1. who were (or, in future uses of such a survey, would be) asked to fill out this questionnaire?
 2. what is the intended use of the resulting data?
 3. how could such a survey help us create vibrant classrooms/a campus climate that celebrate[s] diversity?
- to rephrase these questions in terms of the task facing this committee at this time, what are current committee members' thoughts about the types of questions that were asked in this survey (given the reality that we are not in a position to re-do it)?
- problems identified:
 - lack of operational definitions of key terms in the survey (e.g. at the very beginning of the survey, there should be language to the effect that "for the purpose of this survey, phrase or word X means...")
 - individual items (e.g. E1, C39, C 41) were identified as problematic because they seem to suggest that respondents should consider only (or predominantly) "students of color", "faculty of color" and "women"; or, in the case of item E42, the presumption seems to be that it is "diversity" (and never "lack of diversity") that might prompt modifications in classroom/curricular presentations
- a further discussion ensued regarding what "diversity" means in this context. Is the connotation intended to be ultimately synonymous with anti-oppression? Or something else?
- question: what is the time-frame for the next possible use of this or some refined version of this as a subsequent survey instrument?
- another explicit concern about the purpose of such a survey: how are results going to be used? Who will see them?
- another concern: who will/will not complete such a survey? Related to this, could there be any incentives attached to completing this survey so that a greater number do complete and return it?
- General agreements:
 - Committee members at this meeting have no desire to make the survey any longer; in fact, if anything, they would be in favor of streamlining it.
 - Given the humanities-bias of the particular people at this meeting, there was strong support for the type of information that has been collected by Kim Bobby in narrative form, rich with lived, felt experience

New meeting's topic: wording of the by-laws

The meeting was adjourned at 5:00.

Respectfully submitted.

Margi Nowak