

Committee on Diversity

2006-7 Annual Report

Introduction

The Diversity Committee engaged in a variety of activities during the 2006-7 academic year. The Committee's discussions were rich and varied, reflecting the diverse backgrounds and perspectives of Committee members. The Diversity Committee is, appropriately, one of the largest standing committees of the faculty and includes a significant number of student and staff members. Because issues related to diversity cut across the University community, it is essential to the Committee to include members representing the full range of constituencies on the University campus. To present a clear picture of our activities during the year, we have followed previous practice and reported our work on a charge-by-charge basis.

Committee on Diversity

The membership of the 2006-2007 Diversity Committee consisted of Kim Bobby (Representing George Mills, Jr., Vice President for Enrollment), Monica DeHart (Comparative Sociology), Janet Marcavage (Art), Rosa Beth Gibson (Associate Vice President for Human Resources), Mike Segawa (Dean of Students), Ed Cole (Facilities Services), Nila Wiese, Chair (Business and Leadership), Mikiko Ludden (Foreign Languages and Literature), Mike Valentine (Geology), Harry Velez-Quinones (Foreign Languages and Literature), Michelle A. Stoler (Student), JD Barton (Student), Heather Clifford (Dining and Conference Services), Danielle M. Drangsholt (Student), Jim McCullough (Business and Leadership), Yoshiko Matsui (Multicultural

Services), Carrie Washburn (Representing Kris Bartanen, Academic Vice President and Dean of the University).

The committee received seven charges from the Faculty Senate and these charges are used to structure the report of our work presented below. These charges, shown in italics, were specific, gave the committee initial direction, and helped guide the year's activity. The committee was given a small budget to support activities to assist in completing its work. The members held regular and active discussions of a broad range of diversity related issues, but two major concerns that emerged for consideration and discussion by the committee were faculty participation in recruiting in support of diversity and development of student organizations supporting diverse groups. Although all charges were addressed, discussion and member involvement in these two areas dominated the year and significant progress was made in these areas. A subcommittee made significant progress in the development of an incident response team as well.

Review of Charges for 2006-2007

- 1. Continue working with the Office of Admission, the Office of Human Resources, and other appropriate offices and governing bodies in support of efforts to recruit and retain an increasingly talented and diverse faculty, staff, and student body.*

Throughout the year the committee remained in close contact with Human Resources as Rosa Beth Gibson, Associate Vice President for Human Resources, was a member of the committee and with the Office of Admission as Kim Bobby, Director of Access Programs, represented Vice President for Enrollment George Mills on the Committee. The Diversity Committee met

with representatives of the Office of Admission to discuss faculty roles in recruiting students. The discussion included a number of suggestions about how to contact and convince students of color to join the UPS community.

2. Implementation of the Bias and Hate Educational Response Team to address trends and incidents related to diversity.

An implementation plan for the Bias and Hate Educational Response Team was approved by the Diversity Committee in January and has been submitted by the Committee on Diversity to the Faculty Senate. Implementation is awaiting action by the Faculty Senate and implementation of the Diversity Strategic Plan. The Committee on Diversity does not believe it has the authority to implement this team.

3. Continue a program of national participation by sending delegates to gather and disseminate information at one of the several conferences devoted to diversity issues in higher education. This should include support and participation in the National Race and Pedagogy Conference at Puget Sound.

Committee members provided active support for the Race and Pedagogy conference held at Puget Sound and also attended many of the plenary sessions and workshops.

4. Provide liaison between the faculty, staff, and student organizations related to diversity issues and continue working with the Student Diversity Center and the Office of Multicultural Student Services to support the work of Student Diversity Center

organizations, Diversity These Year, and other existing and emerging organizations and programs.

The Committee began the year by assigning members in liaison role to student organizations to improve communication and provide support when necessary. Committee members were assigned as liaison to the following student groups: APASU, DTY, BGLAD, Race and Pedagogy, Black Student Union, Community for Hispanic Awareness, International Club, Hui-O-Hawaii, Jewish Student Organization, Muslim Student Alliance, Pagan Student Alliance, Sexuality Issues, Relationships, and Gender Exploration, Voices for Planned Parenthood, Vagina Anti-Violence Alliance. The committee worked to show support to groups like the Buddhist Student Group and CHispA that are becoming active or in the process of re-organizing.

- 5. Support the Diversity Planning Task Force (DPTF) in developing and implementing the Strategic Diversity Plan for the Puget Sound campus.*

The report of the DPTF has been completed and an executive summary has been distributed to the campus community. The Diversity Committee discussed its role in light of this charge and felt the Senate and the Administration need to provide guidance as to the role of the committee in addressing this charge before specific action could be undertaken by Committee.

- 6. Work with appropriate University groups to promote language in University documents that encourages and rewards greater faculty involvement in creating and maintaining a welcoming and accepting climate for diverse students, staff, and faculty.*

The Faculty Senate charged the Committee on Diversity to “gather and analyze data (covering several years) from the Admission office regarding the number of applications from different minority groups, the number of such applications accepted, and the resulting yield (students enrolled). Link these data to geographical data (e.g. from which states do we get the most applications from African American students, Latino students, Asian American students, and so on.) Present these data and the analysis to the Faculty Senate.” It was felt that proposing changes to University documents should be postponed until results of this analysis and the Campus Climate Survey were released. The recruitment report has been submitted to the Faculty Senate by the Committee on Diversity, and only preliminary results of the Campus Climate Survey results have been released.

7. Complete the committee self-evaluation process.

The self-evaluation process was completed and submitted to the Faculty Senate on time. This charge led to active discussion about the appropriate roles for the Committee on Diversity. The Senate was urged in the assessment to address this issue.

8. Gather and analyze data (covering several years) from the Admission office regarding the number of applications from different minority groups, the number of such applications accepted, and the resulting yield (students enrolled). Link these data to geographical data (e.g. from which states do we get the most applications from African American students, Latino students, Asian American students, and so on.) Present these data and the analysis to the Faculty Senate.

The requested report on admission and retention data of minority students was completed and submitted to the Faculty Senate.

Proposed Charges for 2007-2008

The members of the Committee on Diversity concur in suggesting that a set of carefully focused charges with specific goals and outcomes provide the most appropriate guidelines for the work of the Committee. The Committee felt strongly that the Faculty Senate needs to address the recommendation for additional guidance on the role of the Committee in coordination of diversity activities before a complete set of charges is developed. This has not been accomplished at this time. The following proposed charges reflect the insights that have emerged from the Committee's experience this year. These should be more fully developed and the list of charges revised after the Senate review of the Committee's Self-Assessment.

- 1. Continue working with the Office of Admission, the Office of Human Resources, and other appropriate offices and governing bodies in support of efforts to recruit and retain an increasingly talented and diverse faculty, staff, and student body.*
- 2. Continue a program of national participation by sending delegates to gather information at one of the several conferences devoted to diversity issues in higher education.*
- 3. Provide liaison between the faculty, staff, and student organizations related to diversity issues and continue working with the Student Diversity Center and the Office of Multicultural Student Services to support the work of Student Diversity Center*

organizations, Diversity Theme Year, and other existing and emerging organizations and programs.

4. Work with appropriate University groups to promote language in University documents that encourages and rewards greater faculty involvement in creating and maintaining a welcoming and accepting climate for diverse students, staff, and faculty.

5. Support the Diversity Planning Task Force (DPTF) in developing and implementing the Strategic Diversity Plan for the Puget Sound campus.

The committee will request continuation of the budget allocation from the Associate Dean to support the work of the Committee on Diversity. It is suggested that the committee develop a budget to assist with the requesting and expending of financial support.