

Diversity Committee Minutes

September 1, 2006

Attending: Kim Bobby, Heather Clifford, Monica DeHart, Rosa Beth Gibson, Jean Kim, Mikiko Ludden, Janet Marcavage, Yoshiko Matsui, Jim McCullough, Mike Valentine, Harry Velez, Carrie Washburn, Nila Wiese

Visitors: Nancy Bristow, Faculty Senate Liaison to Diversity Committee; Michelle Stoler, Student Diversity Center Co-coordinator

The meeting was convened by Senate Liaison Nancy Bristow shortly after 8 a.m. in the Student Diversity Center.

After a brief welcome, Bristow conducted the election for chair, selected from among the faculty members serving on the committee. The chair for 2006-2007, nominated and elected by acclamation, is Nila Wiese.

The meeting continued with Chair Wiese at the helm.

The first item of business was the determination of how the task of providing a written record of the deliberations of the committee will be handled -- the Minutes. Carrie Washburn made a plea for the committee to consider having the Minutes taker send the Minutes directly to the facultycoms email for posting once he/she has finished writing them rather than waiting for corroboration and acceptance of the Minutes at the subsequent committee meeting. The latter method has resulted in many sets of Minutes never making it into the official record. The process is as follows: as soon as the Minutes of a particular meeting are posted on the university's web (not accessible to computers off campus, by the way), a notice is sent to all committee members that the Minutes are available on the web. At the subsequent meeting of the committee, corrections to the Minutes may be made and will be reflected in the Minutes of that meeting. If major changes should be made to the Minutes, a corrected version of the original Minutes can be substituted. Washburn suggested that Minutes takers check with committee colleagues in writing the Minutes if they are unsure about an item. The committee agreed to adopt this system of posting Minutes.

The group continued to discuss the merits of a single secretary for the year or term or a rotating secretary system. It was decided to have a rotating system with the task of producing Minutes rotating among the faculty and staff (not student) members on the committee and to start at the end of the alphabet.

The Chair requested that those present introduce themselves to the group. Jean Kim mentioned that ASUP president, Van Pham is in the process of selecting students to serve on the various standing committees of the Faculty Senate. The Diversity Committee can have as many as four students appointed. Kim indicated that the process of those appointments is nearly finished, and we should be hearing soon who the Diversity Committee student members are. Washburn also noted that the chair of the Staff Senate, Jada Pelger, is searching for the third staff representative to the committee.

The discussion then turned to reviewing the charges last year's committee suggested to the Faculty Senate for this year's committee. Bristow mentioned that if the Diversity Committee wants to modify any of the charges or to add or delete any, the Faculty Senate should know very soon.

It was agreed that we accept the charges as written, pending Faculty Senate agreement.

Proposed Charges for 2006-2007

1. *Continue working with the Office of Admission, the Office of Human Resources, and other appropriate offices and governing bodies on support of efforts to recruit and retain an increasingly talented and diverse faculty, staff, and student body.*
2. *Implementation of the Bias and Hate Educational Response Team to address trends and incidents related to diversity.*
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.*
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 Theme Year, and other existing and emerging organizations and programs.*
5. *Support the Diversity Planning Task Force (DPTF) in developing and implementing the Strategic Diversity Plan for the Puget Sound campus.*
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.*
7. *Complete the committee self-evaluation process.*

Discussion of various charged ensued.

Charge #2. The Bias and Hate subcommittee is continuing its work.

Charge # 3. Brief mention of the Committee's role *vis a vis* the Race and Pedagogy conference was made. Yoshiko Matsui shared the call for volunteers to assist with the conference. She will send to the committee members the list of volunteer tasks that need doing. Committee members were advised to let Heather Clifford (who is serving on the logistics subcommittee for the conference) know their availability and she will match volunteers with various tasks that need doing. Faculty members were encouraged to pass this information along to their students.

The committee requested that Washburn pass on to Dean Kris Bartanen its request that the email to faculty that was sent to faculty two weeks ago with details about the conference and how faculty can participate be sent again. Jean Kim mentioned that a message to all students about the conference was in the works. Rosa Beth Gibson indicated that a similar message regarding staff participation in the conference was being readied to go to all department heads.

Given the next scheduled meeting of the Diversity Committee falls on September 15, a day of the conference, the group decided to cancel its September 15 meeting.

Nila Wiese announced that the agenda for the next meeting of the Diversity Committee (September 29) the agenda will include

1. A report from the Bias and Hate subcommittee
2. Gearing up the liaisons project with student diversity groups
3. Revisiting the progress made last year on Charge #6 (language in university documents encouraging greater faculty involvement in promoting diversity) and discussing what the next steps would be.

The chair called for announcements.

1. Harry Velez announced that he will share the schedule and calendar of Hispanic Heritage Month with the committee via email.
2. Janet Marcavage announced the Kittredge Gallery exhibit: Jacob Lawrence and Ronald Hall, both African American artists. A gallery talk by Professor Linda Williams is slated for September 14 on the Jacob Lawrence works being exhibited ("The John Brown Series").
3. Heather Clifford announced that tote bag stuffing for the Race and Pedagogy conference will start on the evening of September 11. The venue is yet to be determined.
4. Yoshiko Matsui announced the Student Diversity Center barbeque would be on Wednesday September 6 at 4pm. Committee members were invited to attend. She mentioned that this event is a good place to chat with members and officers of the various diversity student groups, which would be useful in establishing a liaison relationship with that group.

Carrie Washburn asked Jean Kim if the committee would be receiving a report from the Diversity Planning Task Force. Jean provided an on the spot report and will report more fully at the Oct. 27 or Nov. 10 meeting.

The task force has established a timeline for completion of its work, and the strategic plan should be rolled out in Spring term. The analysis of the campus climate survey is not completely done; however, some preliminary results indicate that there is a need to convene some focus groups, especially for groups showing minimal participation in the survey. These focus groups are likely to be convened in the Spring.

The hour inched towards 9:00 and Chair Wiese announced adjournment.

Respectfully submitted,
Carrie Washburn

The next meeting of the Diversity Committee is Friday September 29 at 8 a.m. in the Student Diversity Center.