

**Diversity Committee Minutes**  
**September 29, 2006**

Attending: John David Barton, Ed Cole, Monica DeHart, Jean Kim, Mikiko Ludden, Janet Markavage, Yoshiko Matsui, Michelle Stoler, Mike Valentine, Carrie Washburn, Nila Wiese

Meeting was called to order at 8:03 A.M.

Chair Nila Wiese asked for comments on or corrections to the Sept. 1 meeting minutes. There were no comments.

**MSP** Minutes were approved.

The Chair called for announcements and the following announcements were made:

1. Yoshiko Matsui- Diversity Theme Year meetings will be held at the Student Diversity Center Friday at 9:00
2. Michelle Stoler- Jewish Student Organization will sponsor Shabat Dinner tonight and buses to Temple this weekend.
3. Yoshiko Matsui- There will be an interfaith tea on Monday to discuss world religions.
4. Yoshiko Matsui- Buddhist Student Organization interest meeting will be held in Diversions Cafe at 8 P.M. on Wednesday.
5. Yoshiko Matsui- October is Queer History Month. BGLAD will sponsor movies.
6. Yoshiko Matsui- Diversity Theme Year and International Students Club will sponsor trips to the Greek Festival next weekend.
7. Yoshiko Matsui-October 11 is National Coming Out Day. The movie Searching for Angela Shelton will be shown.
8. Nila Wiese- International Club and Community for Hispanic Awareness (CHispA) will meet Monday at 6 P.M.; during October, they will have presentations on selected Latin American countries.
9. Nila Wiese- October is Hispanic Heritage Month with many activities planned.
10. Nila Wiese- There will be presentations on Latino immigration in the Rotunda at 5 P.M. on October 24.
11. Carrie Washburn- There will be a follow-up faculty panel discussion on Wednesday, October 4 on how the Race and Pedagogy Conference informed faculty members' teaching.

Yoshiko Matsui gave a summary of progress by the Bias and Hate Response Team (BHRT). Ideas for the components and organization of the Team are in place. Yoshiko and Rosa Beth Gibson will write up a draft proposal for the Team to be presented for review by the full Diversity Committee at the October 27 meeting. Nila Wiese asked if it would include a list of potential Team members. Yoshiko responded that they want to present the written proposal for the Team first, then take up the discussion of Team make-up. Carrie Washburn asked for a brief overview of the BHRT for the benefit of new Diversity Committee members. Yoshiko summarized the purpose of the BHRT and a bit of the history of its development. Briefly, it is to create a team to respond to

incidents on campus, rather than placing the burden of response on affected groups. The BHRT will be also proactive in assessing the need for education and/or other actions in order to prevent incidents. Nila requested that a draft of the written proposal be emailed to committee members prior to the October 27 meeting. Yoshiko assured her that it would be sent out.

The next order of business was discussion of liaisons from the Diversity Committee to all Diversity Center Organizations, Diversity Theme Year, and other diversity-related organizations and programs on campus. There followed a review of active groups and those that anticipate being active along with an explanation of the purpose of the liaison-to serve as a connection to the diversity committee for diversity-related groups. As the University Chaplain, David Wright, is involved in religious groups on campus and is new at UPS, it was suggested that we invite him to meet with the Diversity Committee at some future meeting. Committee members will serve as liaisons as follows:

Jim McCullough- Asian and Pacific American Student Union, Diversity Theme Year

Carrie Washburn- B-GLAD, Race and Pedagogy

Kim Bobby- Black Student Union

Nila Wiese- Community for Hispanic Awareness, International Club

Yoshiko Matsui- Hui-O-Wawai'i

Monica DuHart- Jewish Student Organization

Muslim Student Alliance- Mike Valentine

Ed Cole- Pagan Student Alliance

Janet Marcavage- Sexuality Issues, Relationships, and Gender Exploration, Voices for Planned Parenthood

Jean Kim- Vagina Anti-Violence Alliance

Carrie Washburn asked whether the Buddhist Student Group will be one of the Diversity Groups. Yoshiko responded that the group is currently deciding this question and suggested that liaisons contact their groups and the faculty advisors. It was decided we would review liaison progress at the October 27 meeting.

The committee chair introduced a new charge from the Faculty Senate. The Senate has charged the committee 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."

Discussion ensued as to the whether it was appropriate for us to collect the requested data or ask admissions to provide us with the data. Nila Wiese asked if it might be more appropriate for us to get the data from Admissions and perform the requested analysis. The question also arose as to why the Senate was making this charge, as they did not indicate this in the charge. Carrie Washburn noted that the by-laws require us to "gather data" on diversity issues. Jean Kim suggested that Nila contact the Senate Chair, Barry

Anton and our liaison with the Senate, Nancy Bristow, as to why we were charged with this task. J.D. Barton noted that this time of year is a bad time to request information about student interest and applicants from Admissions because many of the admissions counselors are traveling for recruiting purposes. We might be able to get numbers on applicants and students who end up attending UPS, but the counselors are the ones who meet with prospective students. They might be able to provide more insight on why students decide not to choose UPS, which might be even more useful information. Discussion of this charge will continue during our next meeting after Nila has learned more about the reason for this charge.

Chair Wiese reminded us that the committee is charged with preparing a self-evaluation this year. The Diversity Committee decided last year to put off this evaluation. Discussion of the purpose of the evaluation followed. The evaluation is to assess the function of the committee, not the year's work. Further discussion of this charge was scheduled for the next meeting.

Progress on Charge 6 was the next order of business.

CHARGE 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 success of last year's Diversity Committee in getting language that encourages efforts at increasing diversity on campus into the PSC Buff Document was noted. Nila Wiese asked what more there was to do and whether we still wanted to pursue further efforts in this vein. Nila summarized last year's efforts and result and asked if we might want to take it further and pursue changes to the Faculty Code. Yoshiko Matsui asked what behaviors we hoped to change through these efforts and if there is another way to encourage those changes. Carrie Washburn noted that Academic Vice President, Kris Bartanen, has issued a memo the last two years that validated efforts at increasing diversity as University service. Carrie also noted that diversity issues are very high profile on campus right now following the spectacularly successful Race and pedagogy Conference and that the administration is supportive. She suggested that we might want to take advantage of the existing momentum. There followed discussion of how individual departments might move forward with diversity issues. Mike Valentine suggested that we table further discussion of Charge 6 until we finish with the HBRT and self-evaluation as work to amend the Faculty Code would be very time-consuming and demand the full focus of the Committee. The Committee decided to take that course.

Meeting was adjourned at 8:53 A.M.

Respectfully submitted,  
Mike Valentine

The next meeting of the Diversity Committee is Friday October 13 at 8 A.M. in the Student Diversity Center.