

**Committee on Diversity**  
**January 24, 2006**  
**Minutes**

Present: Mike Valentine, (presiding co-chair), Terry Beck, Jean Kim, Janet Marcavage, Jim McCullough, Amber Brock, Rosa Beth Gibson, Nila Wiese, Becca Herman, Yoshiko Matsui.  
Absent members: Nell Shamrell, Jesse Zumbro, Mikiko Ludden, Kim Bobby, Carrie Washburn.

The meeting was called to order by co-chair Mike Valentine at 8:05 am. Jim McCullough was named secretary.

Minutes of the December 9, 2005 meeting were distributed and approved.

Announcements

Yoshiko announced opportunities to participate in the South Puget Sound Higher Education Diversity Partnership at PLU on February 10, 2006. She also announced the History of Marriage presentation by DTY on January 24.

Rosa Beth thanked participants in the MLK day celebrations.

Amber encouraged Diversity Committee to use the library display case for diversity related materials.

Report by the Crisis Response Team sub-committee.

Janet presented a document entitled "Educational Response to Bias or Hate Incidents" for discussion although it is still a draft. The document included purpose and goals as follow:

Purpose: While there are formal channels to address complaints of bias or hate, our campus community at large is not aware of the extent to which these kinds of incidents may be occurring. The CRT aims to create a greater awareness of how these incidents may be shaping our community. The CRT creates a space for proactive dialogue related to emerging trends of bias or hate incidents.

Goals:

Education

The CRT will create an educational space for reflection and dialogue regarding incidents of bias or hate. This will positively augment present formal vehicles for reporting these incidents. The CRT will be represented by a cadre of faculty, staff and students, who will take an active role in addressing the trends of hate or bias incidents, create opportunities to confront these issues, and encourage dialogue for change.

The CRT will promote community discourse where public incidents require dialogue, reflection and understanding of how these incidents shape our collective identity on campus, even if we are not directly involved. This collective, thoughtful response by members of the

Puget Sound campus community can lift the burden that is placed on individual students, faculty, and staff, or on student organizations to address these incidents.

#### Tracking and Awareness

In collaboration with Student Affairs and Institutional Research (climate survey), the CRT will review aggregate data on incidents of hate or bias so that we may be proactive in addressing trends and increasing awareness on campus. Hate and bias behaviors may seem isolated, but together these incidents are telling us a story about what is happening in our community. The CRT may also develop accessible, less formal approaches to tracking hate and bias incidents.

Yoshiko suggested that this go to Kris after coordination with Student Affairs and Judicial Affairs. CRT will involve faculty, staff and students. The Administrative structure is not clear. The timing of this document was discussed and it was suggested that the sub-committee try to get a firm document by next week. The naming of the team is still unclear. The goal is to have the document ready by the next meeting.

#### Discussion of language to incorporate diversity as an evaluation criterion for faculty in the “Buff ” document.

Terry and Mike presented a document outlining wording for inclusion in the appropriate section of the “Buff Document” regarding diversity. This working was “Students also come to us with diverse social group identities including sex, race, color, national origin, religion, creed, age, disability, marital or familial status, sexual orientation, veteran status, and gender identity. Effective teachers recognize, value, and welcome such differences and acknowledge the challenges diverse students face.”

Jean raised a question about the role of the PSC versus the Faculty Senate. This material will be presented to the Faculty Senate in our final report. Mike suggested that this may relate to other issues. Terry asked for suggested changes and asked if we are ready for PSC to meet with Diversity Committee to discuss this.

It was decided that Terry will invite a member of PSC to meet with us at the next meeting.

The discussion continued with a discussion of how to integrate diversity into professional service. The distinction between university and community service regarding diversity was also mentioned. Professional service seems to be more difficult to describe. In considering diversity in the context of university service we had difficulty identifying appropriate examples for possible presentation. In encouraging diversity the issue seems to be one of raising awareness. This topic will be discussed with PSC at the next meeting.

Mike suggested we inform John Lear, our Faculty Senate Liaison about the contact with PSC for the next meeting.

The meeting was adjourned at 8:45 a.m.

Respectfully submitted,  
Jim McCullough