

**Committee on Diversity
Minutes
September 9, 2005**

Present: Terry Beck, Kim Bobby, Becca Herman, Jean Kim, Mikiko Ludden, Janet Marcavage, Yoshiko Matsui, Jim McCullough, Nell Shamrell, Mike Valentine, Carrie Washburn, Nila Wiese, Jesse Zambro

The meeting was called to order by Assistant Dean Carrie Washburn shortly after 8:00 am. The first order of business was to select a chair. It was easily decided to have the chair duties shared between Terry Beck and Mike Valentine.

Co-chair Terry Beck then continued the meeting raising the question of how best to handle the official minutes of the committee. The group decided to rotate the duty of minutes-taking, first among the faculty and staff on the committee and possibly including students in the rotation later in the year.

The third item to concern the committee was the venue for meetings. It was agreed that the committee would meet in the Student Diversity Center as long as we continue to be comfortable in that space and are able to fit into it. Yoshiko Matsui mentioned that if attendance at a meeting exceeded the space of the room, the committee could always move into the larger room, with admittedly less comfortable seating.

Co-chair Terry Beck suggested that the committee look over the charges suggested by last year's committee for this year's committee. Terry pointed out that these charges have not yet been given to the Diversity committee by the Faculty Senate. There may be some additions, deletions, and changes in them.

Continuing members of the committee gave brief overviews of the work that had been done on the various charges by last year's committee.

Proposed Charge #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.*

After the report of last year's activities in this area, which included the committee requesting that faculty be encouraged to assist Admission in recruiting, a request that resulted in a formal memo from Dean Bartanen to the faculty; and members of the committee creating and presenting a diversity workshop at the staff development conference last January, the suggestion was made that the committee should consider asking Dean Bartanen to come and report on how diversity efforts across the campus relate to faculty.

Proposed Charge #2. *Complete development and implementation of a crisis response team [CRT] to address incidents related to diversity.*

Members reported on the work that was done last year laying the groundwork for such a team. The focus of the team is to be proactive in some cases and to be a responsive body for the campus. It was generally agreed that the committee should devote early efforts to getting this initiative rolling again with the goal of having a fully functioning CRT in place this year.

Proposed Charge #3. *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.*

Yoshiko Matsui and Becca Herman reported on the National Conference on Race and Ethnicity in Higher Education they attended last year with committee support. Yoshiko also talked a bit about the annual South Sound conference of colleges participating in the South Puget Sound Higher Education Diversity partnership. She mentioned that each participating campus has 10 spots for the conference, which usually occurs in mid-Spring.

Proposed Charge #4. *Support or assist with the national diversity conference organized by Race and Pedagogy.*

Co-chair Beck wondered what the committee's role would be *vis a vis* this conference, slated for Fall 2006. Three committee members, Kim Bobby, Yoshiko Matsui, and Carrie Washburn, serve on the steering committee for the conference. They each explained a bit about the conference with more updates promised.

Proposed Charge #5. *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.*

Members reported on the effectiveness of the initiative for Diversity Committee members to serve as liaisons from the committee to the various student diversity groups. It was generally agreed that this effort is worthwhile and students appreciate knowing this committee wants to be connected with the student groups' work. The committee agreed that establishing these connections is an important first piece of business for the committee this year. The list of student groups will be made available for the next meeting (September 23) and members will be able to sign up for liaison duty at that meeting.

Proposed Charge #6. *Support the Office of Institutional Research collection of data regarding staff and faculty members' attitudes toward and experiences of diversity as an element of campus climate through programs to increase participation by faculty, staff and students in the Campus Climate Survey.*

This charge relates to the strong suggestion from the committee last year that a campus climate survey be undertaken. Carrie Washburn distributed a memo to the committee from Dean Bartanen explaining that the survey (originally intended for Fall 2005) will be postponed in order for the Diversity Planning Task Force to complete their work (hopefully this Fall). The survey will thus "grow from and provide baseline data for the strategic plan for diversity, rather than preceding and perhaps not being integrated with the strategic plan." Possibly the survey will be conducted in Spring, if the timing works out.

The committee discussed how best to suggest to the Faculty Senate a revision of Charge #6. Jean Kim indicated that the Diversity committee could suggest possible task force members. (The Diversity Planning Task Force will have 2 students, 2 staff, 2 faculty, 2 administrators). Jean suggested that the committee suggest names of one student, faculty, and staff to be sent to President Thomas. Committee members who volunteered are: Kim Bobby (staff), Nell Shamrell (student), Janet Marcavage (faculty). Jean Kim will submit those names to President Thomas.

Co-chair Beck and Valentine will work with Dean Kim to craft a revision of charge #6 for the Faculty Senate's consideration and will send to committee members via email for approval.

There were two announcements: 1) the Diversity Theme Year kickoff for 2005-2006 is an address by Professor Richard Ellis on the unique history of the Pledge of Allegiance on September 22 at 7pm in Trimble Forum. . 2) Tuesday, Sep. 13th, 12:30pm @ WSC Rotunda.

Positive Exposures lecture and discussion on photography exhibit- How do you define beauty? Former fashion photographer Rick Guidotti and epidemiologist Dr. Diane McLean are redefining conventional concepts of beauty through their not-for-profit organization, Positive Exposure. This innovative program celebrates diversity through positive images and powerful life stories of people living with genetic, physical and mental health conditions. The exhibit runs in Wheelock Student Center from September 13 to September 28. <http://www.rickguidotti.com/>

The meeting was adjourned at 9:00or slightly thereafter.

Respectfully submitted,
Carrie Washburn