

**Committee on Diversity  
Minutes  
September 23, 2005**

**Present:** Terry Beck, Kim Bobby, Becca Herman, Jean Kim, Janet Marcavage, Yoshiko Matsui, Jim McCullough, Amber Brock, Mike Valentine, Carrie Washburn, Jesse Zambro, Rosa Beth Gibson

The meeting was called to order by Co-Chair Mike Valentine at 8:05 am. Jim McCullough was named secretary following the reverse alphabetical rotation system approved at the first meeting. It was announced that Nila Wiese was home with her new baby.

Minutes of the September 9 meeting were distributed and approved.

Mike opened a discussion of charges to the committee by indicating likely Senate approval of our original charges and reporting a Senate comment that we were free to develop and address additional charges we felt were appropriate.

Discussion began with Charge #5 to *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.* Terry circulated a list for committee members to select groups with which would work as liaison. During discussion it was indicated that most student organizations are working and this link was not too necessary at the present time but it was nice to have. Carrie questioned the role of liaison faculty and advisors. Discussion indicated we should explain about Diversity Committee and indicate our willingness to help if necessary. All active groups have liaison. Jean is meeting with all groups as Dean of Students.

Charge #2 to *Complete development and implementation of a crisis response team [CRT] to address incidents related to diversity* was discussed. Yoshiko gave an overview of the work of the Crisis Response Team subcommittee. This subcommittee is composed of Yoshiko, Kim, Rosa Beth, Julie Christoph, and past Diversity committee co-chair, Nancy Bristow. They are working on a mechanism to provide educational responses to issues surrounding diversity incidents. This led to an active discussion of relationships among responding groups and the process currently underway to develop an improved system for handling diversity related incidents. The Crisis Response Team reports to the Dean of Students and the relationship between CRT and Diversity Committee is not clear. Terry asked about the makeup of the subcommittee and Janet Marcavage volunteered to join the group. Terry expressed concern that this was an urgent problem with the upcoming BGLAD calendar and the possibility of incidents. Jean encouraged the subcommittee to move forward rather than waiting for the diversity planning task force and the Harassment response team to be launched which would probably happen next week. Terry asked for a report from the subcommittee by the next meeting because of the proposed development of the DPTF.

Rosa Beth added more details about CRT thinking. An important consideration is how to develop an effective harassment support group. CRT wants a response team in place and concurs that we should move forward with the recognized need for understanding how all the pieces will fit together. She also indicated that staff members are needed for a harassment response team to be appointed by President Thomas. This team will be composed of 2 faculty, 2 staff, 3 students, Rosa Beth, and Houston Dougherty.

Carrie asked where the educational component fits into this. It was agreed that Diversity Committee and the subcommittee should focus on this part. Carrie also suggested that we clearly identify our function and determine where we fit into the program. Students need to know

where to go for what assistance. Yoshiko proposed presenting ideas and encouraging discussion of response at BGLAD. Becca provided some information on approaches being considered by BGLAD to avoid problems.

In response to question from Jim, it was clarified that the university team is called the Critical Incidents Response Team. This is also known as the Crisis Response Team (CRT). Our committee is concerned with creating an Educational Response Team and our subcommittee is the Crisis Response Team Subcommittee.

Mike asked the CRT subcommittee to send an email update on progress to the Diversity Committee chair in preparation for our next meeting.

There was a brief mention of our proposed additional charge #7 to *Offer input to the DPTF via our representative(s) regarding the DPTF's formation and ongoing work* and it was requested that this charge be included in these minutes as it was developed and discussed outside our normal meeting.

It was suggested that Charge #1 to *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* needs to be addressed soon. Jim suggested we have Admissions staff and perhaps Dean Kris Bartanen discuss faculty participation in recruiting for diversity with Diversity Committee. It was agreed that during the next meeting we will discuss Charge #2 further, and Kris will be invited to attend the October 21 meeting when Carrie is away from campus.

The meeting was adjourned at 8:50 am.

Respectfully submitted,  
Jim McCullough