

Committee on Diversity, November 4, 2005

Members Present: Terry Beck (presiding co-chair), Kim Bobby, Bev Smith representing Rosa Beth Gibson, Jean Kim, Janet Marcavage, Mike Valentine (co-chair), Mikiko Ludden, Jesse Zumbro, Amber Brock, and Carrie Washburn.

Absent members: Becca Herman, Jim McCullough, Nell Shamrell, Yoshiko Matsui, Nila Wiese.

The meeting was called to order by co-chair Terry Beck shortly after 8 a.m.

M/S/P to approve the October 21 committee minutes without any changes or discussion.

Announcements: Bev informed the committee that the university was nominated by the Rose House for consideration for the Governor's employee of the year award. The nomination came as a result of the DCS department having hired individuals from the Rose House (a transitional employment center for mentally challenged individuals). Microsoft ended up winning the award but UPS was recognized and received a certificate. Anyone or department interested in hiring people from the Rose House could contact Bev Smith in HR for more information.

Considering the wording of message to Professional Standards Committee:

Terry indicated that email responses to the draft that was circulated were generally positive although there was a person who was concerned that the requirement might lead to faculty having to promote diversity not just encourage it. Carrie said that it made her nervous to have a peer committee mandate this request and wondered if faculty might not know how to meet this requirement through the service category and misunderstand the intent of the requirement. Terry said that promoting diversity could be done in other areas such as teaching and not just in service area. Carry suggested that we could specify all three areas or change the wording in request to meet with us to discuss how we might do this and initiate the conversation. Committee agreed that this was a better way to go and changed the wording as follows (changed section from original draft is in bold):

The Diversity Committee is charged with supporting and encouraging efforts to recruit and retain increasingly talented and diverse faculty, staff, and students. The committee believes that such a venture can only succeed if the efforts toward creating and maintaining a welcoming and accepting climate are widespread. We have come to realize that the absence of formal language around diversity as a value in the faculty code limits the progress we might make. **The Diversity Committee therefore requests that a representative of the Professional Standards Committee meet with us to discuss ways in which faculty evaluation guidelines might require faculty members to encourage diversity on the Puget Sound campus.**

Mike will contact John Lear, our faculty senate liaison, and update him so that he would know that we are making this request.

Report from and assistance to the crisis response team:

Kim reported on behalf of this sub-committee. She indicated that the group had not met since our last meeting but shared a rough draft of the purpose and charge the group discussed previously. They still don't have a name for this team. The committee reviewed the draft and suggested that there be three goals for the team: 1. to track the number of hate and bias incidences 2. to proactively address trends in hate and bias incidences 3. to provide opportunities to dialogue & increase awareness. Mike requested that the sub-committee forward him the updates from the sub-committee's next meeting prior to the meeting of the whole committee.

New Business: None.

Set agenda for next time:

Mike reviewed the charges with the committee and the following items were identified for our next meeting.

1. Report from Mike on his conversation with John Lear (charge 1)
2. Report on PCS' response to our request for a meeting (charge 1)
3. Reports from committee members on their liaison work with diversity student clubs (charge 5)
4. Report from the Diversity Planning Task Force (related to charge 6)

It was agreed that charge 3 will be discussed second semester. On charge 4, Carrie gave a brief update on faculty development workshops that has been scheduled in preparation for the Race and Pedagogy conference next fall. A successful first event took place on Wednesday in which three faculty panel discussed ways in which they incorporate the focus /study of race in their classes. The next workshop is scheduled for Nov. 22 as a breakfast meeting.

Jean informed the committee that the October B-glad calendar program went off without a hitch or negative defacement.

M/S/P to adjourn at 8:50 a.m.

Respectfully submitted by Jean Kim