

Diversity Committee Minutes  
September 9, 2004

Members Present: Terry Beck, Nancy Bristow, Julie Christoph, Janet Pollack, Jim McCullough, Yoshiko Matsui, Carrie Washburn, Rosa Beth Gibson, Marie DeBenedictis, Alex Bronson, Becca Herman.

The meeting was called to order by Carrie Washburn at 8:03 a.m. Carrie explained that the first order of business was to select a chair for the committee and that the rules required that the chair be a faculty member. Nominations were made and Nancy Bristow and Julie Christoph were selected as co-chairs for the 2004-2005 academic year.

Nancy and Julie led a discussion about the selection of a secretary for the committee. Terry Beck volunteered to serve as secretary for the months of September and October to get the year started. At the end of October the committee will decide if they want to have a permanent secretary or to rotate the duties.

Julie Christoph explained the recommended charges that last year's committee had sent to the Faculty Senate. Julie drew the committee's attention to charge # 6 (Explore the possibility of developing a " Response Team" of students faculty and staff members equipped to convene and moderate campus-wide discussion of potential bias-related incidents at Puget Sound), explaining that this recommended charge came out of the black face incident last year where it was evident that mounting an immediate response was difficult.

Rosa Beth Gibson noted that recommended charge #1 as printed on the Internet was different from the one sent to the Senate by last year's committee. The Internet version left off references to recruiting and retaining talented and diverse faculty and staff. Carrie Washburn agreed to make the correction.

Discussion ensued about recommended charge #2 (working with existing and emerging diversity organizations and programs). Yoshiko Matsui suggested that the committee might wish to consider creating a system for the coordination of efforts of various groups in order to facilitate relationships and connections between groups concerned with diversity. Mention was made that the diversity listserv, started last year, might be a first step toward this goal. Yoshiko stated that the list will be posted on Fridays and will include events for the next seven days. People wishing to have items posted to the list should send those items to Yoshiko.

Carrie Washburn relayed a message from new Academic Vice President, Kris Bartanen asking the committee to think about the emailing prospective students of color project. Carrie gave the history of the project and stated that we have no information about the efficacy of the project or its implications for use of faculty time. Different options were explored (i.e. phone calls, U.S. mail, e-mail). Alex Brandon responded to a question about incoming students and mail by stating that new students receive so much mail from the University that a letter may have little impact. She further suggested that having a student call, rather than faculty might allow the conversation to be more personable.

It was suggested that faculty who have made the calls might meet with Admission and that students who received such calls might be asked for their perceptions. Yoshiko Matsui noted that concerns about diversity that reach her office more often come from parents than students and that a letter might be more likely to get to parents than an e-mail.

Regarding recommended charge #1, Jim McCullough suggested we consider ways to bring international students to our campus.

Co-chair Bristow asked that we strategize for our next meeting.

- It was agreed that committee members will read the excellent report of last year' s committee' s efforts that is available electronically (see, [www.ups.edu/dean/zzzz/CommMinutes/DIV/0304/divfinalreport.shtml](http://www.ups.edu/dean/zzzz/CommMinutes/DIV/0304/divfinalreport.shtml)).
- Members were invited to e-mail questions and comments about the report or the recommended charges to facilitate discussion at the next meeting.
- The co-chairs will work to schedule a meeting with Admission for October 7, 2004.
- The next meeting will be held at the Diversity Center (3211 15<sup>th</sup>—across from Diversions Café), to consider that venue for Diversity Committee meetings.

Carrie Washburn moved that the meeting be adjourned. Meeting was adjourned at 8:53 a.m.

Respectfully submitted,  
Terry Beck