

Diversity Committee Minutes  
September 23, 2004

Members Present: Terry Beck, Devon Biggerstaff, Kim Bobby, Alex Bronson, Nancy Bristow, Julie Christoph, Marie DeBenedictis, Rosa Beth Gibson, Becca Herman, Priti Joshi, Janet Pollack, Yoshiko Matsui

The meeting was called to order by Nancy Bristow at 8:05 a.m. in the Diversity Center. Julie Christoph asked for a motion to approve the minutes. M/ S/ P.

Diversity Announcements

Alex Bronson announced the following:

- September 23, 2004—International Club will attend the Puyallup Fair, leaving at 2:30.
- Saturday, (9/ 25) BGLAD is participating in the AIDS walk at 8:30 a.m.
- Jewish Student Organization (JSO) in cooperation with BGLAD is sponsoring a movie night featuring *Kissing Jessica Stein*.
- Tuesday, (9/ 28) Women' s Voices is hosting a *Sex in the City* night at the Student Diversity Center.
- Tuesday (9/ 28).BGLAD is hosting Candice Gingrich in the Rotunda at 5:00
- Tuesday (9/ 28) Mooncake festival from 6:00 – 7:00
- Friday (10/ 1) JSO' s Sukkat Festival beginning at 6:30 p.m., Student Diversity Center

Setting the Agenda for the Semester

Nancy Bristow introduced a proposal from the committee chairs about ways of operating that might speed up the work of the committee. It was acknowledged that to date the committee charges have not been formally adopted by the Faculty Senate.

Proposal #1: Julie Christoph noted that the practices of the University suggests that the Diversity Committee would do best to focus on the hiring of diverse and talented faculty in the fall and recruiting diverse and talented students in the spring.

Proposal #2: Nancy Bristow introduced the idea of using sub-committees for much of the work of the committee. One subcommittee might work on proposed charge #6 (developing a response team) to develop a protocol for issues that inevitably arise on campus during the year.

Proposal #3: Nancy Bristow suggested that we establish individual liaisons to the various groups and organizations we are charged to support in charge two.

Julie Christoph distributed a list of these organizations (attached to these minutes). Alex Bronson noted that the International Traditions house might be added to the list as deserving of support. Marie DeBenedictis suggested that Disability Services might be included and that she would be willing to serve as a liaison.

Priti Joshi noted that care would need to be taken to negotiate the difference between being a liaison and an advisor. The goal would be to keep informed about the groups with an eye toward saving time.

Proposal #4: Invite students involved in diversity groups to Diversity Committee meetings. Ways of encouraging students to attend the Diversity Committee's meetings were discussed. It was noted that in the past students attending another meeting at the Diversity Center would stay for the Diversity Committee's meetings. Last year the ASUPS president let committee chairs know of the standing invitation for students to attend the meetings. Suggestions were made that the meetings be placed in the Tattler and on the ASUPS Events Calendar.

Proposal #5: Nancy Bristow proposed that subcommittees might best handle proposed charge 3 (working with HR and Student affairs to promote awareness and support for University Diversity Statement), proposed charge 4 (work with Institutional Research to institutionalize collection of data), and charge 5 (sending delegates to conferences to gather information).

Julie Christoph asked how the committee members felt about the use of subcommittees. Several members gave a positive response. Terry Beck voiced support for the liaison and subcommittee ideas and suggested that while such a structure is more efficient, it may make more demands of committee members' time. The need to balance efficiency and time was discussed.

Kim Bobby raised the issue of some groups on campus working to re-form. She suggested that a crisis exists this fall because of groups that are not re-forming and the committee needs to explore why this is happening. It was noted that Black Student Union (BSU), Community for Hispanic Awareness (CHispA), and Empowering People Of Color (EPOC) are among the groups that are not currently functioning.

The committee members discussed possible reasons for inactivity on the part of these groups. Two possible reasons were forwarded. First, some members of

these groups appear to feel that the University' s commitment to them is more one of self-interest than in the quality of their lives on the campus. Second, there seems to be a leadership crisis in some groups. That is, the leadership demands are heavy and there is little incentive to for students to take on leadership positions. It was noted that not all group members feel the same way about the reason for the crisis.

Nancy Bristow suggested that the situation of inactive groups warrants immediate attention. Kim Bobby and Yoshiko Matsui have already called all students of African descent and invited them to meet to talk about the situation. A second meeting is being scheduled for next week. Yoshiko Matsui noted that the focus of the meetings is to discover what support students need rather than on how to recruit students to join groups.

The committee agreed that they wished to show support to groups that are not currently active and discussion occurred about how best to demonstrate this support. Yoshiko Matsui suggested that the Governing Council is a place where support could be demonstrated to most groups with a single visit. Becca Herman said that the Governing Council meets on Thursdays at 3:30. Organizations such as the Religious Organizations Council (ROC) and Hui meet at different times.

Devon Biggerstaff suggested that some issues demand immediate attention and members volunteered to address these issues prior to the next committee meeting. The following structure was created by the committee:  
Focus on supporting emerging groups. Kim Bobby and Yoshiko Matsui are currently working on this issue and will be assisted by Marie DeBenedictis. Talking with Governing Council about how the Diversity Committee might best support their work. Devon Biggerstaff and Nancy Bristow will attend next Thursday' s Governing Council meeting (9/ 30) to speak with the council. Yoshiko Matsui and Becca Herman attend Governing Council meetings weekly as well.

Julie Christoph, Kim Bobby, and Yoshiko Matsui will work together on a response team protocol for the campus for the committee to discuss.

At the next meeting the committee will consider when to have the diversity discussion with Admission, and on-going educational issues.

Devon Biggerstaff noted that the committee may want to begin work early on proposed charge #4 (institutional research) so that items might be included on surveys for this year. It was noted that two committee members from last year met with Institutional Research earlier and this work needs to be continued.

Priti Jbshi moved that the meeting be adjourned at 9:00 a.m. M/ S/ P

Respectfully Submitted  
Terry Beck