

Diversity Committee Minutes February 27, 2004

Present: Devon Biggerstaff, Julie Christoph, Meghan Coleman, Marie DeBenedictis, Rosa Beth Gibson, Mikiko Ludden, Blaire Notrica, Margi Nowak, Carrie Washburn
Guest: Yoshiko Matsui

Margi Nowak (facilitator for the day) called the meeting to order at 3:30 in the Student Diversity Center.

The minutes of February 13 are still in the process of being written up and distributed.

Kudos

- Blaire Notrica and the two other students (Debbie Kim and Shawn Postma) made a presentation of their participation in the March of Remembrance and Hope, an international group of 300 college students who prepared for and traveled to the site of 3 death camps in Poland in May, 2003
- Yoshiko Matsui has made available to the UPS community the Diversity Listserv to announce diversity-related happenings in and around campus. To subscribe or unsubscribe visit: <http://mail.ups.edu/mailman/listinfo/diversity-l>

Major Discussion: A Faculty/Staff Survey? This Year?

Background:

- A questionnaire to “take the pulse” of faculty and staff members concerning diversity issues (individuals’ sense of the climate here for those who are in some ways “different from the mainstream”) has been discussed by this committee for weeks, with no final resolution
- Thoughts and concerns (from Margi Nowak, Marie DeBenedictis and David Sousa) were shared by email among committee members in the time since the last committee meeting – with no final conclusion reached
- Concerns have been expressed (in emails and at meetings) about the feasibility of creating “a well done” survey instrument in the relatively few weeks left this year
- Concerns have also been expressed about “doing nothing yet again” on this matter, so the committee proceeded to discuss the proposal in earnest

2/27 Discussion:

- **What do we want to accomplish** by designing, circulating, and collecting responses to such a questionnaire?
 - “Take the pulse of those who respond”
 - Create an instrument to measure campus climate with regard to diversity
 - Use this instrument to make a substantiated recommendation to the Faculty Senate that the “diversity climate” on campus needs to be regularly surveyed and measured
- **What kind of a time line** is realistic for this endeavor?
 - If we had more time, we could enlist the help of Randy Nelson to insure a methodologically sound questionnaire
 - Should we consider using focus groups first, before trying to design a final version of such a questionnaire?
 - Isn’t it important to start this process now, acknowledging that the first version of such a questionnaire, however imperfect, can still serve to initiate a more developed version (as well as put official focus on the diversity climate issue) in the near future?
- Agreeing that such a preliminary questionnaire should at least be tried before the end of this semester, **how should it be formulated and what strategies might be used to best articulate its focus?**
 - Use anecdotal information that we already know (e.g. some faculty of color have left the University voluntarily) to address relevant issues
 - Research other campus’s successful retention strategies for faculty of color

- To insure clarity and standardization in the understanding of what “diversity” and “diverse categories of people” might mean, the questionnaire should make use of the categories included in the “Discrimination and Harassment” portion of the University’s Equal Opportunity Statement (sex, race, color, national origin, religion, creed, age, disability, marital or family status, sexual orientation, Vietnam-era veteran status, or gender identity).
- **Consensus reached!**
 - The members of the Diversity Committee present at this meeting agreed that, even though a sophisticated and professionally designed survey would be impossible to produce and use before the end of the semester, it is important that the Committee begin the process of calling attention to the need to measure and track faculty and staff perceptions of the diversity climate on campus
 - Therefore, the Committee agreed to give full support to the construction of a preliminary instrument to “take the pulse” of faculty and staff regarding this issue
 - Julie Christoph and Devon Biggerstaff were nominated, and agreed to serve, as initial creators of the questionnaire

The meeting adjourned at 4:35

Respectfully submitted,

Margi Nowak

(first version of the questionnaire presented below)



The University Diversity Committee is gathering information on campus climate with respect to diversity and would appreciate your help through your response to this short survey. Your name has been chosen randomly on the basis of every tenth name alphabetically within either faculty or staff at Puget Sound [or whatever selection method we choose]. Your responses to these questions are anonymous and will help the Diversity Committee in making recommendations concerning future initiatives on campus related to diversity, as well as recommendations regarding future, more generally focused institutional assessment measures.

Spring 2004 Faculty/Staff Diversity Survey

Please circle the option following each of the questions below that most nearly matches your response. Unless otherwise indicated, the term "categories" in the questions below refers to categories included in the "Discrimination and Harassment" portion of the University's Equal Opportunity Statement (sex, race, color, national origin, religion, creed, age, disability, marital or family status, sexual orientation, Vietnam-era veteran status, or gender identity).

1. Have you ever made an official complaint of discrimination or harassment at the University of Puget Sound?

Yes

No

2. It is important that the University be a diverse community with respect to all of the above categories.

Strongly Disagree

Disagree
Strongly Agree

Neutral

Agree

3. Adequate means of redress are available at Puget Sound for complaints of sexual discrimination (including complaints on the basis of sexual orientation or gender identity).

Strongly Disagree

Disagree
Strongly Agree

Neutral

Agree

4. Adequate means of redress are available at Puget Sound for complaints of discrimination based on race, ethnicity, or religion.

Strongly Disagree

Disagree
Strongly Agree

Neutral

Agree

5. I am called upon more often than I would like in my department, unit, or workplace to speak as a representative of one of the above categories with which I identify.

Strongly Disagree

Disagree
Strongly Agree

Neutral

Agree

6. I am called upon more often than I would like in my department, unit, or workplace to speak as a representative of one of the above categories with which others identify me.

Strongly Disagree

Disagree
Strongly Agree

Neutral

Agree

7. I have adequate opportunity to interact with coworkers with backgrounds similar to my own with respect to the above categories.

Strongly Disagree Disagree Neutral Agree
 Strongly Agree

8. I have adequate opportunity to interact with coworkers with backgrounds different from my own with respect to the above categories.

Strongly Disagree Disagree Neutral Agree
 Strongly Agree

9. All groups and individuals in my department, unit, or workplace are treated with respect in relation to their group identity with respect to the categories above.

Strongly Disagree Disagree Neutral Agree
 Strongly Agree

10. I am treated respectfully within the campus community with respect to the categories above.

Strongly Disagree Disagree Neutral Agree
 Strongly Agree

Please write a short response to the following statement: I have a strong sense of belonging to the greater University community.

If you wish to clarify any of your responses or if you have any additional comments you would like to make about your sense of the campus climate with respect to diversity, please do so here.

The University Diversity Committee is gathering information on campus climate with respect to diversity and would appreciate your help through your response to this short survey. Your name has been chosen randomly on the basis of every tenth name alphabetically within either faculty or staff at Puget Sound [or whatever selection method we choose]. Your responses to these questions are anonymous and will help the Diversity Committee in making recommendations concerning future initiatives on campus related to diversity, as well as recommendations regarding future, more generally focused institutional assessment measures.

Spring 2004 Faculty/Staff Diversity Survey

Please circle the option following each of the questions below that most nearly matches your response. Unless otherwise indicated, the term "categories" in the questions below refers to categories included in the "Discrimination and Harassment" portion of the University's Equal Opportunity Statement (sex, race, color, national origin, religion, creed, age, disability, marital or family status, sexual orientation, Vietnam-era veteran status, or gender identity).

1. Have you ever made an official complaint of discrimination or harassment at the University of Puget Sound?

Yes

No

2. It is important that the University be a diverse community with respect to all of the above categories.

Strongly Disagree

Disagree

Neutral

Agree

Strongly Agree

3. Adequate means of redress are available at Puget Sound for complaints of sexual discrimination (including complaints on the basis of sexual orientation or gender identity).

Strongly Disagree

Disagree

Neutral

Agree

Strongly Agree

4. Adequate means of redress are available at Puget Sound for complaints of discrimination based on race, ethnicity, or religion.

Strongly Disagree

Disagree

Neutral

Agree

Strongly Agree

5. I am called upon more often than I would like in my department, unit, or workplace to speak as a representative of one of the above categories with which I identify.

Strongly Disagree

Disagree

Neutral

Agree

Strongly Agree

6. I am called upon more often than I would like in my department, unit, or workplace to speak as a representative of one of the above categories with which others identify me.

Strongly Disagree

Disagree

Neutral

Agree

Strongly Agree

7. I have adequate opportunity to interact with coworkers with backgrounds similar to my own with respect to the above categories.

Strongly Disagree Disagree Neutral Agree Strongly Agree

8. I have adequate opportunity to interact with coworkers with backgrounds different from my own with respect to the above categories.

Strongly Disagree Disagree Neutral Agree Strongly Agree

9. All groups and individuals in my department, unit, or workplace are treated with respect in relation to their group identity with respect to the categories above.

Strongly Disagree Disagree Neutral Agree Strongly Agree

10. I am treated respectfully within the campus community with respect to the categories above.

Strongly Disagree Disagree Neutral Agree Strongly Agree

Please write a short response to the following statement: I have a strong sense of belonging to the greater University community.

If you wish to clarify any of your responses or if you have any additional comments you would like to make about your sense of the campus climate with respect to diversity, please do so here.