

<b>Diversity Committee Meeting</b>	
<b>Date:</b>	Friday, April 9, 2004
<b>Time:</b>	3:30 – 4:30 p.m.
<b>Location:</b>	Diversity Center
<b>Present:</b>	Kris Bartanen, Devon Biggerstaff, Julie Christoph, Meghan Coleman, Rosa Beth Gibson, David Macey, Yoshiko Matsui, David Scott, Carrie Washburn
<b>Agenda:</b>	<ol style="list-style-type: none"> <li>1. Review of the Minutes of the Committee Meeting of March 26, 2004</li> <li>2. Announcements</li> <li>3. Rescheduling of Meeting of April 23</li> <li>4. Update on the E-mailing Project</li> <li>5. Update on the Campus Climate Survey for Staff and Faculty</li> <li>6. Additional Comments on the Proposed Campus Policy Prohibiting Harassment</li> <li>7. Preliminary Discussion of Proposed Charges for the 2004-05 Diversity Committee</li> <li>8. Other New Business</li> </ol>

1. **M/SC:** Bartanen moved and Coleman seconded that the minutes from the March 26 meeting of the committee be approved.
2. Macey announced the *Living Brown* program scheduled for 4 p.m. on April 19 in the Rotunda and Dr. Duane Niatum' s poetry reading at 7 p.m. on April 26 in Wyatt 101. Dr. Niatum is a gifted poet and a Native American. **M/SC:** Gibson moved and Matsui seconded that the Diversity Committee co-sponsor Dr. Niatum' s poetry reading. Washburn announced the Brown & Haley lectures during the week preceding inauguration, saying that attending the lectures will be equivalent to having taken a short course on Brown. Historian James T. Patterson will present a series of three lectures around the topic, *After Fifty Years: Legacies of Brown v. Board of Education*, at 7:30 p.m. Tuesday, Wednesday, and Thursday, April 13–15, in Kilworth Chapel. Washburn also announced that Robert Pinsky, Poet Laureate of the United States from 1997-2000, will do a poetry reading and commentary on his work Tuesday, April 20 at 8 p.m. in Schneebeck Concert Hall. Pinsky' s talk, titled, *Poetry in the World*, is part of the series of Susan Resneck Pierce Lectures in Public Affairs and the Arts, and also is an official event celebrating the inauguration of President Ron Thomas. Washburn also announced that on April 21 and 22, Wednesday and Thursday of Inauguration week, students will showcase the first year seminars in FreshFest in Mc 003. She encouraged committee members and others to attend in support of younger colleagues. Finally, Washburn recommended that we attend on Thursday, April 22, 2004, 4 p.m. - 6 p.m., *The Duty to Remember: A Conversation on Social Justice*, Led by Pablo DeGreiff and Tom Gerety in Rasmussen Rotunda. Visiting Chism Professor DeGreiff will give a presentation, followed by a response presented by Gerety. The session will conclude with a question-and-answer period. Bartanen announced that Holocaust survivor Charlotte Opfermann will speak at the University of Puget Sound during a four-day visit to Tacoma. Opfermann' s lecture, *The Final Days of the Holocaust and the Challenges of Liberation*, will be given at 5 p.m. Thursday, April 29 in Wyatt Hall, Room 109. There will be JSO-sponsored video showings from students who went to Poland during the week following inauguration,

April 27, 28, and 29.

Scott reported that the Tacoma Little Theatre production of *Having Our Say* is getting strong positive response from audience members.

3. The next and last regular meeting of the committee will be held next week, on April 16, as April 23, the regularly scheduled meeting date, conflicts with Inauguration. Any other committee business, including developing and approving the committee's report to the Faculty Senate, will be handled through e-meetings. Macey will draft a report for the committee's consideration.
4. Macey reported that he had worked with Admission and faculty members in a variety of departments to insure that e-mail messages from faculty members in disciplines of potential interest to admitted students of color were sent to those students. Students now have an opportunity to correspond with faculty members if they wish to do so. The goal is that such conversations will result in a greater yield of students of color in next year's first year class. The committee expressed its thanks to Macey and other members of the faculty for their work coordinating and implementing this important project.
5. Christoph and Biggerstaff asked whether staff support and paper might be available for the staff/faculty diversity climate survey. Committee members suggested that Randy Nelson in the Office of Institutional Research might be able to provide both. (Bartanen suggested after the close of the meeting that Christoph and Biggerstaff contact her if they need further assistance.)
6. Committee members offered no additional comments regarding the proposed policy prohibiting harassment. Macey will forward comments regarding the proposed policy to the Faculty Senate based on the minutes from the last meeting of the committee. Bartanen indicated that there have been two good discussions at the faculty senate about the proposed policy with particular emphasis on the intersection of academic freedom and a policy prohibiting harassment. The staff senate will discuss the policy on April 14, and it is on the ASUPS agenda. A proposed policy will probably not be presented to the Board of Trustees in May, but more likely in October.
7. Macey provided committee members with copies of this year's charges and requested that the committee review the charges so that he can prepare recommended charges for the 2004-2005 Diversity Committee to present to the Faculty Senate along with the 2003-2004 committee report. Discussion of current and proposed charges, in no particular order and without reference to the contributor, included:
  - Rather than charges that are "all over the place," we will recommend charges that are more specific and targeted for next year. There should be a lid on the number of charges we recommend and that the senate in its turn presents to the committee. Charges should be programmatically parallel in order for the committee to accomplish the objectives set in such charges. Otherwise energy is dissipated and outcomes beyond the committee's reach. The committee should recommend charges that can be addressed sequentially and incrementally. The committee must recognize that it has no budget or staff, that it is not action oriented.
  - One of the recommendations resulting from the committee's 2003-2004 work is to institutionalize faculty/staff climate surveying and to include diversity matters in such institutionalized surveys. One of our 2004-2005 charges should be to consider the results of this year's faculty/staff climate survey.

- One of the outcomes of the committee's 2003-2004 work is a workshop for faculty and staff constructed around the university's diversity statement. We might recommend to Human Resources that the workshop become a regular part of professional development training. Nancy Nieraeth, the university's training specialist, will be conducting a professional development needs assessment interview with the diversity committee.
- The second of the standing charges (Access Programs) should be dropped because the support referenced in the charge has been institutionalized.
- The committee might support Bartanen and others in developing a response team that is engaged when issues come up on campus. Members of such a response team would be trained to facilitate difficult dialogues between and among members of the university community. Matsui expressed strong interest in cross-campus responses to issues, having learned at a recent conference about the ways in which colleagues at the University of Wyoming have strengthened their incident response procedures.
- One possible charge is to explore with Matsui targeted ways in which the committee might work with the Student Diversity Center.
- The committee might serve as a speaker for the Admission campus visit/tour guide staff to inform them about diversity matters. Matsui has been a guest speaker at the training sessions.
- Regarding the notion of a diversity impact statement concern was expressed about the extent to which such a process might help. Might asking colleagues to develop a diversity impact statement be perceived as a checklist from the diversity "police"? How would a diversity impact statement be used by operating departments and university committees? Faculty committees are already burdened by lots of work. Are there other ways to convey the fact that diversity is an important component of institutional decision making on a wide array of matters? Might not the diversity statement be used in such decision making by our encouraging operating departments and committees to review the statement routinely and systematically in the course of decision making processes? We should request clarification from the senate or recommend that the charge be dropped. Bartanen clarified that the intent was that the committee recommend a process whereby such decisions as reducing the number of transfer students or increasing the percentage of resident students can be examined in light of the potential such decisions have of supporting or not supporting the university's strategic goal of an increasingly diverse student body.
- Regarding the benchmarking charge the committee talked about the importance of articulating objectives and how to achieve them. The university has articulated the strategic objective of an increasingly diverse and talented student body, faculty and staff. If we don't use benchmarks, how will we get there? There is disagreement about the merits of establishing benchmarks like those that were established in 1990 for the enrollment of student of color. Identifying resources, bringing attention to the issue and tracking progress are mechanisms that the committee might use to be helpful in getting us there. The committee can emphasize the urgency of broadening the conversation, an emphasis that was captured by Macey's saying that the committee needs to be in the conversation, not the conversation in the committee. There are now annual

reports to the Board of Trustees marking the university' s progress towards its strategic objectives. Are there additional audits of recruitment, retention, climate, and curriculum, for example, that would enable us to celebrate what we' re doing well and identify the strategies that will get us to where we want to be?

Macey invited committee members to e-mail him with additional thoughts about 2004-2005 charges.

8. No other new business was raised. Though Macey requested a motion for adjournment, the committee elected to adjourn informally.

<b>Action Items</b>		
<i>Item</i>	<i>Person Responsible</i>	<i>Date Due or Completed</i>
Climate survey – Ask Randy Nelson for staff support in duplicating, distributing and analyzing results of faculty/staff diversity climate survey	Christoph and Biggerstaff	ASAP
Committee response to proposed policy prohibiting harassment to the Faculty Senate	Macey	
Draft committee report to the Faculty Senate for 2003-2004	Macey	April 12, 2004
Respond to draft committee report	All	ASAP
Email charge ideas to Macey	All	ASAP
Draft recommended 2004-2005 charges	Macey	
Respond to draft charges	All	

<b>Next Meeting:</b>	<b>Friday, April 16, 2004 from 3:30 – 4:30 PM in the Diversity Center</b>
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Respectfully submitted by Rosa Beth Gibson