

DRAFT Diversity Committee Minutes
April 24, 2003

Members present: K. Bartanen, N. Bristow, D. Macey, B. Notrica, M. Nowak, E. Orlin, J. Royce, C. Washburn

Jac Royce called the meeting to order at about 1:10 p.m.

Announcements:

Notrica reported that the student organization Understanding Sexuality has changed its name to B-GLAD (Bisexuals, Gays, Lesbians and Allies for Diversity).

Bartanen shared the student submission for a University Diversity Statement poster and invited interested members to join in further design development.

Business of the Day

Royce reminded the committee that this was the last meeting for the 2002-2003 year and thus summarizing the year's work for the report to the Faculty Senate and recommending charges for next year was in order.

The committee began the year with six charges:

1. Continue to work with the Office of Admission staff on ways to evaluate and regularize the telephoning project. Orlin's subcommittee reorganized the telephoning project; he will provide a summary of the group's work to Royce.
2. Continue to work with the Director of Access Programs and the faculty support committee to collaborate with Access Programs and the Speaker's Bureau. The committee educated itself a good bit about access programs during the year; Royce will check with Kim Bobby on needs she foresees for next year.
3. Present a revised draft of the University Statement on Diversity to the Senate during the fall 2002 semester and facilitate University-wide deliberation regarding the statement. A revised statement was taken forward, with endorsements from faculty, staff and student senates, to the Academic and Student Affairs Committee of the Board of Trustees where it was approved in February for ongoing and broad use. The statement will be printed in the *Bulletin*, *Logger* and *Viewbook* next year and has been posted on the University web site. The committee and the Dean of Students Office co-sponsored a poster design contest as an initial publicity effort.
4. Work with appropriate offices and governing bodies to monitor and support disability as an aspect of diversity. The committee co-sponsored with the Office of Disability Services a film series to raise awareness of issues of disability and difference. Another educational undertaking related to difference and diversity is the committee's participation in deliberation about American Sign Language and core curriculum requirements. The committee also noted that many members of the Deaf community object to the classification of "deafness" as a disability, and therefore agreed to make greater, more conscious use of the phrase "disability/difference" in place of the term "disability" alone.
5. Consider 5, 10, 15 and 20-year benchmarks for both recruitment and retention of different groups of students, faculty, administrators, and staff of color. The committee devoted several meetings to learning about recruitment efforts and hopes to continue this work next year.
6. Consider the appropriateness of recommending to the Senate a By-Laws change that would eliminate some of the administrative membership on the committee. The committee discussed this topic, noting that it is historically the University Diversity Committee and, thus, appropriately includes representation from staff as well as students. In researching the By-Laws, the committee learned that in fact all of its staff seats were not filled and contacted the Staff Senate Chair to seek additional appointments. Royce noted that the blackface incident only highlighted a need for continuing a university-wide diversity committee. Bristow offered that discussions with

student groups have suggested even more outreach to the campus by the Diversity Committee would be helpful. Washburn reminded the group of an earlier conversation about recommending that ASUPS appoint to the committee students who are involved with the Student Diversity Center and/or its member student organizations. Notrica concurred, suggesting also that the ASUPS Diversity Committee has not been functioning for a few years. Royce noted that the Staff Senate itself does not fully represent the diversity among staff members and that it might be useful to ask the Staff Senate Chair to seek a pool of volunteers from outside the Senate who would like to serve on the committee, both to avoid overwhelming a given staff senator's time and to gain broader representation. Members noted also that as the year progressed, student and staff participation has dwindled due to schedule conflicts. The committee also recalled its discussion that not all staff may be able to leave their regular work for committee meetings; meeting times also may not fit the work shifts of swing or graveyard employees. There was some consensus that the committee consider establishing a standing meeting time.

In terms of additional charges for next year, Macey and Bristow highlighted the value of recent conversations that they and Kim Bobby had conducted with Student Diversity Center organizations. The committee hopes to continue and broaden those conversations to living units next year, including the possibility of collaborating with Resident Assistants in diversity programming in residence halls.

Royce suggested that the committee could be charged with supporting Student Affairs in responding to incidents of hate or discrimination. Bartanen said that the committee could also consider recommendations forthcoming from the Campus Harassment Policy Work Group.

The committee had earlier in the term discussed the possibility of facilitating faculty and staff contributions to scholarship funds that support students of color in attending the university. Members expressed interest in exploring this avenue next year.

Orlin suggested that the committee might find itself proposing a set of standing charges and additional charges that could be one-year projects. A clear set of standing charges might also help overcome the committee's being intermittently targeted for extinction in discussions of faculty governance.

Prior to 1:50 adjournment, the committee thanked its chair, Jac Royce, for her service and leadership through the year.

Respectfully submitted,

Kris Bartanen