

Diversity Committee Minutes September 27, 2002

Present: Joey Barham, Kim Bobby, David Macey, Blair Notrica, Randy Nelson, Margi Nowak, Eric Orlin, Jac Royce, David Scott, Eboni Treco, Lori Walters, Carrie Washburn

Absent: Kris Bartanen, Nancy Bristow, Rosa Beth Gibson, Andrew Miller, Ivey West

Chair Jac Royce called the meeting to order at 4:05.

Meeting time and location change: from the troublesome Friday 4 p.m. slot to **every other Wednesday at 3 p.m., Misner Room (Library)** – beginning with the next meeting (October 9)

Continued Discussion of the Diversity Committee Charges for 2002-2003

- **Charge 1:** “Continue to work with the Office of Admission staff on ways to evaluate and regularize the telephoning project”
 - Background and history of this project (Eric Orlin): following the March 1 public announcement of admitted students who will comprise the next incoming freshman cohort, faculty volunteers made approximately 400 phone calls (with about 200 actual conversations) to admitted, self-identified students of color, not so much as a sales pitch but rather as a way of conveying to them a sense of the individualized attention and welcome that we believe is a part of the UPS experience
 - Questions and discussion (Lori Walters and Eboni Treco):
 - clarification of what is actually said to students
 - rationale (“If they’re turning us down, we want to insure it’s not for the wrong reason”)
 - observations from a student who actually received such phone calls: “a lot of calling”
 - local community targeted? Yes!

The discussion then naturally progressed to consider **Charge 2** – namely

- **Charge 2:** “continue to work with the director of Access programs and the faculty support committee to collaborate with Access programs and the Speakers’ Bureau”
 - Background and history of this project (Kim Bobby):
 - the **Access Program** (<http://www.ups.edu/admission/access/programs.htm>) – focusing on students (grades 7-12) traditionally under-represented in higher education
 - involves Access to College Day, Access to College Tutoring, Access to College Mentoring, Access to College Career Days, Access to College Recognition, Summer Academic Challenge
 - targets students attending selected Tacoma Public middle schools and high schools (those associated with the Washington State Achievers Program, serving relatively large populations of low-income students). The Achievers High Schools in Tacoma – Lincoln, Mt Tahoma and Foss – are required to work with their feeder middle schools to make sure that 7th and 8th grade students (the entire grade) are being equitably exposed to early college preparation so when these students matriculate to the Achievers high schools, they will ideally be ready to continue building on that preparation and ultimately they can apply for the Washington Achiever’s Scholarship which is earmarked for those high schools. According to Kim, UPS currently has nine Achiever’s Scholars here already.

- the Elizabeth Wesley Youth Merit Incentive Award Program: Six community and faith-based organizations grant a \$350 academic incentive award to African American students 9th -11th grade. This began 7 years ago with 6 students and we gave the award to 74 students on the 21st of September. Kim is the co-chair for the program along with Tom Dixon and Wayne Williams. This a community outreach effort to motivate African American students to be persistent in academic achievement.
- **Charge 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 this statement”
 - partial inspiration several years ago: Cornell Statement on Diversity
 - the task: getting to authorization
 - one way of “facilitating University-wide deliberation”: incorporating discussion of the Theme Year...
- **Charge 4:** “work with appropriate offices and governing bodies to monitor and support disability as an aspect of diversity”
 - positive mention was made of Ivey West going to speak to individual departments about disability-related issues last year
- **Charge 5:** “consider 5, 10 and 20-year benchmarks for both recruitment and retention of different groups of students, faculty, administrators, and staff of color”
 - Randy Nelson (Institutional Research Director) began speaking of the graphs his office has prepared to illustrate patterns of faculty ethnicity to the trustees. It was agreed that at the next Diversity Committee meeting, Randy would have the opportunity to make a more detailed presentation of these data.
 - other (non-ethnic) types of “difference”:
 - how (if at all) is it possible (or desirable) to identify less obvious differences such as religion and sexual orientation among our students?
 - how to evaluate the climate and feeling of safety for GLBT students on this campus?
 - one suggestion for encouraging a welcoming climate (Ebony): provide admitted students with the email addresses of individuals directly associated with various campus groups associated with diversity issues

Next meeting date: October 9, 3 p.m.

The committee adjourned at 5 p.m.

Respectfully submitted,
Margi Nowak