

Minutes of the University of Puget Sound Diversity Committee
September 7, 2010

Present: Kim Bobby, Lynnette Claire, Lisa Ferrari, Pepa Lago, Mark Martin, Susan Owen (acting chair), Amy Ryken

I. Call to order

As the 2009-2010 chair and acting chair, Susan called the meeting to order at 8:40am.

II. Introductions

III. Scheduling

In light of low attendance, the discussion of meeting scheduling was tabled until our next meeting, on September 21, 2010 at 8:30am.

IV. New Chair

In light of low attendance, the discussion of committee leadership was postponed until our next meeting. Susan will write a short description of the responsibilities of the chair of the Diversity Committee. She noted that the chair keeps up with paperwork, reminds people to show up, and nurtures creative energy to use for educational purposes.

V. Old Business

Susan distributed copies of the 2009-2010 Annual Report to the Faculty Senate. Charge #1 (reviewing the language of the University's diversity statement) is still on the table.

Charge #2 (develop and implement programs for faculty development around diversity) is still on the table in that the committee will always be thinking about workshops and programs to help faculty think about diversity.

The Race and Pedagogy Conference will be held October 28-30, 2010.

Members of the Diversity Committee are expected to help with this. A sign up sheet was circulated. People are especially needed to chair panels.

Charge #3 (sponsor informal discussions) continues. Kim is organizing informal gatherings. MomentUs will be held on Friday. At this event, the protocol for communicating bias-hate incidents will be shared. There will be another meeting in October to share this protocol. Kim stressed that the protocol is a communication protocol, not an adjudication or investigation protocol. Hateful graffiti is a problem. We don't know if the graffiti is generated by members of our campus community or not. There is a particular problem with graffiti in Wyatt Hall.

Charge #5 (BERT): We need to appoint members from this committee to BERT. The last two chairs of the Diversity Committee are serving on BERT. Pepa Lago

will also serve on BERT this year. In response to a question regarding the difference between this committee and BERT, it was shared that BERT grew out of this committee and includes a wide constituency: facilities, security, ASUPS, staff senate, HR, faculty, president's office, etc. The group examines hate-bias incidents to look for patterns and opportunities to educate our campus community.

Self Charge #1 (faculty collaboration with student affairs) arose out of serious conflicts between student diversity groups. The committee started working with the Dean of Students. Susan will be the liaison to student affairs re: this. Kim is also working on this. The new Director of Multicultural Students Services, Czarina Ramsay, will serve on this committee. Perhaps the faculty connection will be maintained through the Diversity Advisory Council. Susan and Kim will report back in 2 weeks. (Aside: The Diversity Committee is a new committee and we are still figuring out who we are and what we do.)

VI. New Business

Transformation:

The Puget Sound community is transforming from a campus that has predominately been Caucasian and heterosexual into a more diverse community. Discussion ensued about our challenges in the classroom and on campus. The following reflects some of the learning lessons of the discussion: We need to help people understand that once you begin to diversity a campus, you begin negotiating. We will not find an endpoint, but will always be negotiating. We learn by the seat of our pants. It can be threatening. It can be uncomfortable. This committee tries to help people pedagogically. We are trying to foresee danger points, design exercises, etc. We are looking to support each other and develop tools. People often confuse honesty and tactlessness. Faculty can have a wide range of feelings about diversity from an interest in it to concern and fear.

Race and Pedagogy Conference:

In two weeks, Susan will report on the Race and Pedagogy Conference.

Campus Climate Survey:

Kim will keep us informed on this.

Grant Writing:

It was suggested that the committee get involved in writing grants to support diversity efforts. Lisa will talk with Jane Kenyon about this—perhaps invite her (or someone else) to talk about what grants exist, the timelines, and what is involved in applying for them. Concerns were raised about the skill needed to write grants.

Student Committee Members:

ASUPS needs to appoint student representatives to this committee. Kim will follow up on this.

VII. Adjournment

The meeting was adjourned at 9:30am.

Respectfully submitted,
Lynnette Claire
September 13, 2010

Postscript:

One of the important 2009-2010 Senate charges was to develop revised bylaws. These were approved and are as follows (p.10-11 of Faculty Bylaws, July 2010):

H. The Committee on Diversity.

- a. The Committee shall consist of the Dean of the University (ex-officio); the Chief Diversity Officer (ex-officio); no fewer than seven appointed faculty members, and one student.
- b. The duties of the Committee shall be
 1. To serve the university's goal of increasing the social diversity of the campus.
 2. To participate in the development of initiatives that enable the university to hire new faculty from historically under-represented populations and to support better the retention and success of such faculty.
 3. To work with the President, Vice-Presidents, and the Chief Diversity Officer concerning diversity initiatives that can benefit from faculty presence and leadership, as needed.
 4. To establish liaisons with key university units including staff and student diversity groups to assess strategic needs and work collaboratively in diversity-related initiatives, as needed.
 5. To work with colleagues to maintain an educational environment that welcomes and supports diversity even as it protects and assures the rights of academic freedom outlined in the Faculty Code.
 6. To activate annually a group of faculty, staff and students that will review aggregate data about patterns of bias and hate in our campus community with the purpose of creating educational opportunities for reflection and dialogue.
 7. To report annually to the Faculty Senate on the committee's work related to diversity goals 1-6.
 8. Such other duties as may be assigned to it by the Faculty Senate.