

Minutes for the University of Puget Sound Committee on Diversity
October 26th, 2010

Present: Lynnette Claire, Kim Bobby, Czarina Ramsay, Susan Owen, Michel Rocchi, Mark Martin, Dan Burgard, Pepa Lago, Nadar Heyman, Amy Ryken, Lisa Ferrari, Justin Tiehen.

I. Call to order

- i. Heartfelt thanks were extended Mark for bringing coffee and pastries.
- ii. The meeting was called to order at 8:30 a.m.

II. Announcements

- i. Czarina Ramsey announced that there is going to be a new diversity-related hire: a student-staff position in Multicultural Student Services.
- ii. Ramsey also announced that in association with the Race and Pedagogy National Conference, the Kittredge Gallery is exhibiting work by artists Matika Wilbur and Vanessa Renwick addressing the roles race plays in cultural, social, and personal interactions.
- iii. It was announced that the planned kick off for the Race and Pedagogy National Conference, an evening with Harry Belafonte, was being cancelled for medical reasons. The possibility of some sort of replacement event was discussed.

III. Creating a Culture of Inclusive Learning

- i. Kim Bobby read a student's response to the two questions asked in the cascading interview process she helped initiate in the last few years. The committee then discussed the student's answers.

IV. Minutes

- i. The minutes from the previous meeting were approved with minor corrections.

V. Committee Business

- i. Faculty-staff relations regarding diversity issues were discussed in connection with the Race and Pedagogy conference and whether it was appropriate for the committee to make recommendations about selected conference sessions to the staff. Amy Ryken announced that she talked with Rusty Horton (the Staff Senate Chair) and Nancy Nieraeth (from Human Resources) to discuss the best method to get information to staff.
- ii. The senate charges to the committee were discussed, with a special focus on whether the committee was expected to pursue funding for conferences and such. Lisa Ferrari clarified that in the past the funding the committee secured came from the associate dean's office.
- iii. Amy Ryken distributed a chart comparing the university's diversity statement with the revisions to the statement suggested by the Coalition Against Injustice and Racism (the chart is attached at the end of these minutes). This led to a wide-ranging discussion, covering topics including the meaning of diversity, the merits of including a list of diversity areas within the statement as compared to the

merits of offering a general definition of diversity, and the reasons for pursuing diversity in faculty hiring, among other things. Nation of origin was noted as an important factor missing from the definition of social diversity.

- iv. Michel Rocchi voiced frustration that the committee was being drawn into discussions of the language of diversity after focusing on the issue at length last year. He expressed hope that the committee would tackle concrete issues as well. Ryken suggested that we return to the point next time in connection with the other charges from the faculty senate.

VII. Adjournment: the meeting was adjourned at 9:25 am.

Respectfully submitted,
Justin Tiehen

<p>University of Puget Sound Diversity Statement http://www.pugetsound.edu/about/diversity-at-puget-sound/university-diversity-statement/</p>	<p>Coalition Against Injustice and Racism Suggested Revisions Suggestions submitted to President Thomas March 2, 2008</p>
<p>We Acknowledge the richness of commonalities and differences we share as a university community.</p> <p>the intrinsic worth of all who work and study here.</p> <p>that education is enhanced by investigation of and reflection upon multiple perspectives.</p> <p>We Aspire to create respect for and appreciation of all persons as a key characteristic of our campus community.</p> <p>to increase the diversity of all parts of our University community through commitment to diversity in our recruitment and retention efforts.</p> <p>to foster a spirit of openness to active engagement among all members of our campus community.</p> <p>We Act to achieve an environment that welcomes and supports diversity.</p> <p>to ensure full educational opportunity for all who teach and learn here.</p> <p>to prepare effectively citizen-leaders for a pluralistic world.</p>	<p>We Aspire Amend the “We Aspire” section to include the following points: *to have diversity in terms of race, socioeconomic status, gender identity, ethnicity, ability, sexuality and religious affiliation within our student, faculty and staff community. *to provide access to those groups to which it has been historically denied. *to deepen our understanding of the distinct yet intersecting histories that have shaped these identities and the associated forms of oppression.</p> <p>We Act Amend the “We Act” section to include the following point: *to publicly confront racism, sexism, classism and other forms of oppression.</p>