

Diversity Committee Meeting Minutes
January 26 2011 12:00 pm

Present: Kim Bobby, Dan Burgard, Lynnette Claire, Lisa Ferrari, Pepa Lago-Grana, Susan Owen, Czarina Ramsay, Michel Rocchi, Amy Ryken

1. Announcements
 - a. Czarina is working on setting up a new diversity list serv. The old one used to go to everyone, and was really hard to control and manage communication some incidents occurred with comments using the reply all option. The new list serv will be optional, with names added only if requested. A suggestion was made to send message to faculty coms if anyone wants to be added.
 - b. Czarina passed around a flyer to be used as replacement to safe zone stickers. The SZ program should be done in conjunction with a workshop (that we don't offer). Copies will be available throughout campus. It can be used in case of incidents, as visual representation. Posting the flyers in classrooms was mentioned as a way to keep the message out and open.
 - c. Michel commended Kim on the annual diversity report, the way it was put together, and the diversity statement on the back.
2. One Voice.

Kim read a narrative on diversity (focused on socio-economic background), and Pepa also shared one that highlighted the magnificent work of a Spanish professor. The committee discussed students' perceptions and conceptualizations of race and class.
3. Approval of Minutes.

The minutes from the previous meeting were approved without changes.
4. Spring Meetings.

Possible meeting times for the semester were considered. After discussion, the Monday 12-1 slot was chosen for meetings every other week. The meeting space is TBD.
5. Update about Faculty Orientation II.

Amy, Kim, Lisa, Czarina and Sue attended the January 13th faculty orientation session devoted to discussions about diversity issues. Kim mentioned the narratives as a good tool to use to spotlight moments in the classroom. Amy relayed the exercise faculty engaged in during the session, where individuals shared real situations that had happened to them in the classroom, then the group engaged three questions (What would you do? What would you do different? What if it was a different group or individual in that situation?). Lisa added that the third question really got the discussion going. Czarina commented on the social dynamics, collegial partnerships, and step up as a

resource for faculty and students. They all agreed that the quality of the conversation excelled at in-depth thinking about teaching, and that comments on the evaluations were very validating to the process.

6. Student cohorts.

Steven Neshiba came in to talk to the committee as a faculty member supporting the student cohorts' initiative (not officially representing the faculty senate). Steven and Kim explained the concept of student cohorts and its possible implementation at Puget Sound, including the advantages to the students and the institution, as well as the challenges lying ahead, such as the issue of financial support and tuition revenue. These student cohorts would be made up of maybe half a dozen new students coming to Puget Sound as freshmen, so eventually 4 cohorts would exist at any given time.

Steven has been in meetings with the president's cabinet to ask for commitment and resources. He added that the infrastructure needs to precede the initiative and that training will be needed. The faculty should be a partner cohort that teams up with the student cohort to provide support, in a way not unlike that of an advising section. The committee had numerous questions and comments about the initiative, and by the end of the hour Steven reinforced the points that faculty needs to carry the ball on this initiative, and it needs to be compatible with the vision of the faculty. Faculty needs to be involved in a leadership role; compatibility and leadership are the important conditions for success; and the vision can evolve once faculty members are involved.

7. Adjournment

The meeting was adjourned at 12:54 pm

Respectfully submitted,

Pepa Lago-Graña