

Committee on Diversity (CoD) Minutes  
September 16, 2013

Committee members in attendance: Michael Benitez, Aislinn Melchior, Heidi Orloff, Amy Ryken (Chair), Czarina Ramsay, Hannah Smith, Jennifer Utrata, Mike Valentine, and Carolyn Weisz.

Meeting called to order by Amy Ryken at 3:00 pm.

Announcements:

Thanks to those attending the open house for incoming students of color. It was a worthwhile attempt to reach out to these students, as those that attended were introduced to ways they could become involved on campus.

M/S/P The meeting minutes of 09/09/2013.

New Business:

We were reminded that the first reading of the diversity overlay proposal was scheduled for the September 23, 2013 faculty meeting. The definition of a first reading was discussed and the committee was reminded that this was not a voting issue at this time.

Discussion ensued of the rubric for the proposed overlay requirement for Knowledge, Identity and Power (KNOW) courses.

The discussion of the KNOW rubric followed two paths. One that centered on specific language and the other path was one of how the requirement might impact the student and how it might impact the campus.

Specific language concerns were:

Number 1 in the guidelines—should “and” be changed to “and/or”?

Number 4 in the guidelines—was praised for the clarity of wording.

KNOW Rubric:

Although diversity is in the University of Puget Sound’s strategic plan, do we need to define what is meant by diversity in this document? Should social diversity and marginalized populations be included in the definition? A question that arose during the discussion of this topic was the ability of a class to teach “class” versus diversity. Could a course ask the question of what it means to struggle on University of Puget Sound’s campus?

It was noted that some of the concerns coming from faculty centered on the size of the core and the bottleneck that may be created in core courses that also meet the KNOW overlay requirement. These concerns were unique to each department and were most heavily noted by the faculty in the sciences.

The CoD acknowledged that diversity education about diversity and equity is needed, we

know that the students see the need for the requirement, and we acknowledge that not all students are exposed to the principles in the KNOW rubric. These facts led the diversity committee to endorse the intent of an overlay requirement for graduation.

M/S/P The CoD unanimously endorsed the intent and spirit of the KNOW overlay requirement.

The meeting was adjourned at 4:02 pm.

Respectfully Submitted by Heidi Orloff