

## Committee on Diversity (COD) Minutes

February 7, 2014

Committee members in attendance: Amy Ryken (Chair), Heidi Orloff, Czarina Ramsay, Oriol Maria Siu, Jennifer Utrata, Mike Valentine, Carolyn Weisz.

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

### Announcements:

- An Art/Science salon will be held on Thursday, February 20<sup>th</sup> at Tacoma Art Museum, featuring Victoria Vesna, a Professor of Design Media Arts from UCLA. Some committee members will take the guest artist to lunch with Art/Sci's organizer, Siddharth Ramakrishnan.
- Latino Studies will feature a guest speaker, Yasmin Christopher, on Monday, February 17<sup>th</sup>, 2-3pm, in Rausch Auditorium. The talk is entitled: "The Market for Human Bodies and Immigration: A Personal Story of Survival and Resistance." Christopher will discuss the hidden reality of human trafficking as it relates to immigration.
- The 2014 Race and Pedagogy Conference issued its call for papers and is encouraging proposals by March 31<sup>st</sup>. There is some flexibility on the deadline for student submissions. The conference planning committee is in the process of confirming several exciting speakers. Perhaps the Diversity Committee could support and integrate with the Race and Pedagogy Conference, which will be held September 25-27, 2014.
- Applications for the LGBT Leadership Scholarship are now available from the Multicultural Student Services website. Applications are due the last Friday of March and \$4,000 in scholarship money will be awarded.
- The Wednesday at Four sponsored by the Committee for Writing, Learning, and Teaching will hold a conversation on February 26<sup>th</sup> centered on "Engaging Diversity: Imagining Teaching and the Knowledge, Identity, and Power Proposal." Several faculty will discuss their courses in relation to the KNOW rubric.

M/S/P The meeting minutes of November 25, 2013 and January 22, 2014 were approved.

New Business: Chair Ryken provided an update on the Monday, February 3<sup>rd</sup> faculty meeting discussion of the KNOW rubric. The new rubric is now the main motion on the floor for debate and the substitution of the new motion went smoothly. A number of faculty members expressed appreciation for the process and the revision. The focus of discussion was on specific questions. At the next faculty meeting, March 25<sup>th</sup>, the COD hopes to refocus the conversation on bigger picture questions, such as the purpose for instituting a requirement. Ryken reported on the positive response she and Grace Livingston received at a meeting with ASUPS Senators on February 6<sup>th</sup>. Students provided constructive feedback and were engaged with the objectives of the proposed KNOW rubric.

Discussion ensued concerning the Senate's charge to the COD that we identify areas of concern for the faculty based on a review of faculty responses to the campus climate survey and make recommendations to the Senate. Group members focused discussion on the socioeconomic status, religious identity, and gender reports during this meeting, though remaining reports will be discussed at a future meeting.

- Members discussed the possibility of obtaining fuller information about the faculty's qualitative comments in order to provide more specific recommendations, but there may be some confidentiality issues. Ryken will provide an update at the next meeting. Perhaps a bit more detail could be obtained about general patterns of faculty responses, especially concerning socioeconomic status, even without full set of faculty comments.
- Some expressed concern about the presentation of the data we obtain from the campus climate surveys, and how that data is then subsequently interpreted and used. Others noted that some patterns are useful given that students seem to have different concerns than do many faculty and staff. Ryken will ask Ellen Peters about doing some cross tabulations based on race/ethnicity, sexual orientation, and disability status.
- Another member mentioned that BHERT reports indicate that issues related to race/ethnicity, gender, and sexual orientation are becoming more prevalent on campus, and that this information might also be helpful in making recommendations to the Senate.
- In terms of issues the Senate should be aware of in the first three reports, members discussed a variety of issues related mainly to the hiring and retention of a diverse faculty, as well as tone-setting in the classroom. There is also an issue of credentialism in hiring which appears in the survey. Another member mentioned that discussion of a clearer parental leave policy would be useful for a benefits subcommittee to explore based on some faculty survey comments, perhaps especially in relation to what our Northwest Peer institutions provide in this area. The issue relates to faculty retention and hiring as well as work/family balance and gender equity. Members moved on to discuss the complexity as well as the importance of how particular issues are framed.
- Members agreed to give further thought to the campus climate surveys in terms of the issues the Senate might focus its attention on. Further discussion is planned at the next COD meeting, scheduled for Friday, February 21<sup>st</sup> at 2pm.

Meeting adjourned at 4:08 pm.

Respectfully Submitted by Jennifer Utrata