

Present: Heidi Orloff, Czarina Ramsey, Aislinn Melchior, Oriel Siu, George Tomlin, Chad Gunderson, Mike Valentine, Michael Benitez

Cte on Diversity Meeting
Thursday, October 30th, 4 pm
WEYERHAEUSER 318E

AGENDA

1. Call to Order
2. Announcements
 - a. Czarina: Announcing 2015 MLK speaker: Rosa Clemente
 - b. Nominations being taken for “Keep Living the Dream”
 - c. Detention Center
3. Approval of minutes of 16 Oct 2014 mtg
 - a. No changes. Minutes approved.
4. Report from CoD liaisons (as needed)
 - a. BHERT: Gave summary of topics discussed at last meetings. Students are seeking Czarina out more often to process experiences prior to deciding whether to report an incident. Social Justice 101 workshops for those living on campus. We are seeing several markers representing more durable shift on campus.
 - b. DAC report: Overlap with BHERT, with required training for Title 9; consent; changes to website to make reporting easier; great news about Tacoma student cohort; up to 10 students each year; The university is reaching out in the community. Cohort support will come with the collaboration of the Finance and Admissions offices. None of the cohort students would graduate with more than \$19,000 debt. Financial package is for up to 5 years. Michael is hopeful we can start a strong cohort of 10 students. Accessibility map is also being worked on; there are a lot of floors on campus without access; gender neutral bathrooms are in the conversation. Acceptance into UPS now will put more weight on GPA than test scores.
 - c. No other liaison reports.
5. Committee discussion: prioritizing charges/organizing to fulfill charges (All).

George: Charges from the Faculty Senate will mostly fall in the Spring to implement. George asked if we are at a point of building a more intentional community; do we want to start setting more specific goals for the campus? We didn't expect much progress at first, but now we are making achievements. Does it put us in a position where we can start talking about an “ideal community”?

Michael: Need to start “dreaming big.”

Czarina: Proposes to revisit conversations that we have had in previous committee meetings about faculty hires.

Heidi: Procedure with liaisons needs to be defined and be more transparent. **Let's publicize this procedure of faculty hires to increase campus understanding and support. We all agreed.**

Michael: Data shows that faculty searches that start earlier bring a more representative pool.

Discussion ensued.

Meeting adjourned. Next meeting will be November 20.

Oriel Siu