

Committee on Diversity Meeting

Thursday, December 11, 2014, 4 pm-5pm

WEYERHAEUSER 318E

Present: Michael Benitez, Chad Gunderson, Nakisha Renee Jones, Czarina Ramsay, Oriel Siu, George Tomlin (Chair), Carolyn Weisz

1. Call to Order

2. Announcements

- i) 2015 MLK Celebration – Tuesday, January 20 at 7pm in Schneebeck Concert Hall. Our speaker this year is scholar and activist, Rosa Clemente.
- ii) Contemporary commentator and activist, Kevin Powell, will speak on campus on Wednesday, February 4 at 7pm in Kilworth Chapel. The title of his remarks is *Barack Obama, Ronald Reagan, and the Ghost of Dr. King: Leadership, Diversity, and the Future of America*.
- iii) Upcoming protests coordinated by BSU:
 - (1) Table top poetry & speak out – Monday, December 15 at 6:30pm in Marshall
 - (2) Black Lives Matter conversation – Wednesday, December 17 at 6pm in the Rotunda
 - (3) March in Solidarity – Wednesday, December 17 at 7:30pm-9:30pm in Kilworth Chapel.
- iv) There will be some release time for faculty leadership to support pedagogy and curriculum development for KNOW courses.
- v) An art piece created by the Fab Five will be hung in Weyerhaeuser Hall common area.
- vi) Student momentum for activism, specifically regarding issues of immigration and racism have increased greatly. Will host a protest about the Tacoma Immigrant Detention Center in January
- vii) Potential kickoff event for KNOW- Expressed interested to have John Lear work with others to coordinate a “teach in” as an inaugural event.

3. Approval of minutes of November 21, 2014 meeting

- i) Approved minutes.

4. Committee discussion:

- i) Gender neutral bathrooms – discussed request from ASUPS leadership to endorse letter to address inequities in building code policies and management. CoD members discussed the language used on the signage. Support overall endorsement, but encourage continued conversation about the issues associated with labeling and how it is understood on a society level.
- ii) CoD charge assignments – groups were constructed
 - (1) Question 6/Curriculum Review Evaluation: (Michael Benitez & Carolyn Weisz), discussed need for follow up conversation with current Curriculum Committee chair for a status update for CoD in the spring, Also need to collect department self-study reports for the last 3-5 years to review responses to Question 6.

- (2) KNOW Course Approval: (Aislinn Melchior)
 - (3) Diversity Hiring Liaison Recommendations: (Carolyn Weisz & Oriel Siu), Michael Benitez will share needed materials with this group.

 - (4) Hiring & Retention (Czarina Ramsay, Mike Valentine, & Chad Gunderson), discussed need to keep DAC members involved with Diversity Strategic Plan (DSP) goal #1 updated on our efforts. Jeff Matthews will serve as lead representative for the Goal #1 subcommittee. George Tomlin will also share some needed documents from Dean Bartanen to begin this work.
- iii) Liaison Reports – SGVC update ~ Michael Benitez and Marta Palmquist-Cady have begun to offer institutional Title IX compliance trainings. Sessions will be available during the Professional Development Conference for staff in January. Hope to have majority of campus trainings completed before the deadline on July 15. Highlighted work with Alisa Kessel, Krystle Cobian, Sarah Shives, and others to create a formal procedure for available advocates to support both the complainant and respondent while adjudicating sexual misconduct/harassment cases. Also announced use of a new online tutorial for sexual harassment training.

 - iv) BHERT – discussed online reporting tool and received an update on SGVC.

 - v) DAC – Committee will meet on Monday, December 15 to begin work on redrafting the DSP. Currently have four subcommittees and will invite others across campus to be involved with this process. CoD can assist with call for volunteers.

Meeting Adjourned

Next meeting will be scheduled in spring 2015.



Czarina Ramsay