

**Diversity Committee**  
**10-3-96**  
**Minutes**

Present: (in alphabetical order)

Flo Ariessohn, Aileen Balahadia, Rafael Gomez, George Guilmet, Henry Johnson, Martyn Kingston, Pat Kreuger, Paula Meiers, Margaret Setchfield (Chair), James Vance, Carrie Washburn, and Carolyn Weisz

The meeting convened at 3:00 P.M. on October 3, 1996. The minutes from the last meeting were distributed and discussed. The following corrections were noted: 1) The correct spelling Ms. Balahadia's first name is Aileen, 2) Flo Ariessohn volunteered for the Campus Climate Subcommittee, 3) the word Hiring in the last line of page one should read Recruitment, and 4) the correct spelling of Ms. Savage's first name is Freeda.

The minutes were approved as corrected.

Rafael Gomez volunteered to be on the Curriculum Subcommittee.

A discussion of the precise nature of the Diversity Committee membership ensued. Margaret Setchfield noted that George Mills, Henry Johnson, and Frieda Savage are technically "visitors," that is, not voting members. She also noted that she was in the process of finding out from President Pierce who she was calling her "Assistant" on the Committee.

A call for announcements was made with no responses.

The subject of the Board of Trustees retreat was next raised. Martyn Kingston, Margaret Setchfield, and Pat Kreuger were three Diversity Committee members going to the 10-4-96 retreat. Aileen Balahadia and Rafael Gomez were also going as representatives of the ABC Coalition.

A series of issues were discussed in order to prepare the five representatives noted above. Carolyn Weisz raised the question of some resistance on the part of some African American students to attend Passages. The possibility of a rural/urban issue regardless of ethnicity was raised by Carrie Washburn. It was noted that some African American students may face a "double bind" with respect to Passages of minority status and urban-life experience. Diversity Committee members discussed the potential need for a positive alternative for students of all ethnic backgrounds.

Carolyn Weisz raised the question of the differential sensitivity of various professors to people of color in the classroom. Carrie Washburn noted that the Informal Group on Teaching will be addressing this issue this year.

Rafael Gomez noted that this University does not deal with the root causes of ethnicity conflict to the extent it should. Rather, we tend to focus on superficial issues. He noted that the University needs deep-rooted institutional change: curriculum, recruitment and retention of students, and faculty diversity. With respect to the curriculum, two segments were noted as needing improvement: 1) cultural area (for example, Latino, African American, American Indian, Asian American) and cultural history courses, and 2) the integration of multicultural perspectives throughout the curriculum as opposed to specialty courses on "diversity."

Carrie Washburn raised the example of the Women Studies Program. There has long been a need for specialty courses which focus specifically on women's issues. George Guilmet noted there once UPS programs in Black Studies and Native American Studies, as well as Urban Studies.

Martyn Kingston noted the importance of the proposed multicultural core in the upcoming core curriculum revisions. He noted that the Department of Comparative Sociology is seeking a FIPSE grant to support faculty development in the area of multiculturalism.

Carrie Washburn raised an issue discussed at the "Pathways to Persistence" retention workshop: the excess burden on the students of color for leading institutional change. Aileen Balahadia noted that although it is a responsibility heartfully felt, this burden is real: "The greatest struggle we have is to be students of color and to be student leaders."

The extent of the University's commitment to community outreach in the area of ethnicity was discussed. The Committee agreed that a renewed commitment to change in the institution in this area was needed especially given the opportunities for the local recruitment of students of color.

Faculty recruitment issues were next raised by Margaret Setchfield. Carrie Washburn discussed a current effort to deepen the pool of candidates of color.

The critical issue of financial aid for students of color was next discussed.

Margaret Setchfield proposed setting up an ad hoc committee on the proposal for an African American Administrator. The subcommittee members would be Pat Kreuger (Chair), George Mills, Freeda Savage, Judith Kay, and Henry Johnson. The proposal passed unanimously.

Pat Krueger is no longer on the Admissions Subcommittee

The next meeting of the whole committee was scheduled for 10-17-96 (Thursday) at 3:00.

The subcommittees were scheduled to meet 10-10-96 (Thursday) at 3:00.

Minutes submitted by George Guilmet  
10-7-96