

Diversity Committee Minutes

November 7, 1996

Present: Flo Ariessohn, Aileen Balhadia, Rosa Beth Gibson, Raphael Gomez, George Guilmet, Henry Johnson, Judith Kay, Brett Kiehl, Martyn Kingston, Pat Krueger, George Mills, Margaret Setchfield, Carrie Washburn, Carolyn Weisz

The meeting convened at 3 PM on November 7, 1996. Changes to the minutes from 10/17/96 included: The APASU dinner took place October 26 with Gary Locke as the speaker. The minutes were then approved.

Announcements:

The Diversity Committee's Budget Task Force Presentation will take place Wednesday, November 20, 1996 from 5:30 to 6 PM. Written proposals are due Friday, November 15.

Henry Johnson announced that an open forum and panel discussion on sexual orientation issues and student rights will take place on December 4, 1996 at 7 pm in the Rotunda. November events also include a lecture by Holly Hughes on November 22 and a performance by Holly Hughes on November 23.

Raphael Gomez announced that Tim Wise will speak on Gay and Lesbian Issues and Rights on Monday, November 25 at 8 pm in the Rotunda.

Judith Kay gave an update regarding the Harrington Hall incident, stating that one individual is currently being held partially responsible. University action is in the process of being decided upon, and may involve a hearing with the Dean of Students or with a student jury. Brett Keihl reported that the Student Diversity Committee is actively discussing the incident and is considering future open forums to discuss issues around the incident. Raphael Gomez reported that a group of students who are concerned about diversity issues on campus will be meeting in the next week.

A discussion took place regarding the role of the Faculty Diversity Committee, to clarify what might be the most effective direction for the committee. Martyn Kingston suggested that the role of the Diversity Committee at this point should be to implement actions and recommendations for university action which address concerns regarding diversity issues on campus. Carrie Washburn suggested that the committee look at and possibly update the 1990 diversity committee document. A further suggestion was made by several members to update the goals for the year 2000. Henry Johnson suggested that the Diversity Committee is the group identified by students and faculty to work on current issues and immediate and specific diversity goals and issues, such as those being addressed by the current subcommittees. Carolyn Weisz suggested that additional resources might be helpful in meeting recruitment goals.

Subcommittee Reports

Curriculum Subcommittee: Carolyn Weisz requested that the committee discuss a proposal entitled, "Multicultural America: A Core Proposal". Martyn Kingston presented this working document, and requested comments from members by the following day. Several members suggested the Diversity Committee could recommend that a component on multiculturalism be included in the core. Margaret Setchfield requested that the curriculum subcommittee create a recommendation for the next full committee meeting.

Student Recruitment Subcommittee: Judith Kay announced that the Academic Challenge and Access to College Programs will be merged into one program.

Faculty Recruitment Subcommittee: Margaret Setchfield stated that the \$10,000 supplement available for hiring faculty of color was explained in a meeting with department chairs. Carrie Washburn reported on

accessing a Ford Foundation database for potential candidates, and that several departments have decided to include ABD candidates in their faculty searches this year. Rosa Beth Gibson suggested that it might be beneficial to publicize faculty searches campus-wide.

The meeting was adjourned at 4:45 PM.

The next Diversity Committee Meeting will be held Thursday, November 14, 1996 from 3:00-4:00 PM in Library Rm. 134.

Respectfully submitted,

Pat Krueger