

UNIVERSITY OF PUGET SOUND
1995-96 DIVERSITY COMMITTEE
January 24, 1996
Minutes

Members Present: Beth Bricker, Galvin Guerrero, Tim Hansen, Rosa Beth Gibson, Henry Johnson, Judith Kay, Martyn Kingston, Pat Krueger, John Lear, Margaret Setchfield, Jeremy Soine.

Pat Krueger called the meeting to order at 9:05 am.

Minutes of November 29 approved.

Announcements:

-Krueger: Spring semester meeting times will be the first and third Wednesdays of each month; sub-committees can meet in between full committee meetings as needed. Chairs should convene sub-committee meetings on January 31. **Setchfield** will chair the faculty hiring sub-committee.

-Lear: Curriculum sub-committee will be focusing on the April Race and Affirmative Action Conference; needs student member for committee. The Conference will be April 11-12 with the first day of Glazer and Takaki talking together at Puget Sound and the second day with each guest speaking separately at Pacific Lutheran. Volunteers are needed to assist in the Conference preparations and event days. **Gibson** will help collect attendees from area Human Resources Departments.

-Johnson: Listed upcoming events for the Year of the Asian-Pacific American and indicated he would send an event schedule to committee members.

-Hansen: Proposes to write up a policy regarding the need for involvement of a high level administrator as a member of the Diversity Committee.

-Guerrero: Reported on the November Student Diversity Forum; the objective was policy, the outcome was a discussion of campus diversity which was very informative. There were approximately 40 people present with many new faces, all wanting to learn about the issues. Future forums will be conducted once a month through various student organizations sponsorship which will hope to attract a variety of students and raise consciousness among the general student body.

Krueger began discussion about the Faculty Senate Ad Hoc Committee to Review the Diversity Committee (D.C.) and announced that the Faculty Senate will discuss the report on February 5 and we are welcome to attend that session. Points for consideration were: (1) addition of a graduate student to the committee; (2) H. Johnson to be a permanent member; (3) Director of Access to be a permanent member; (4) budget and Budget Task Force support; (5) language within the document regarding the duties of the D.C.

The history of the placement of the Diversity Committee in the University structure vacillated until finally resting in the Faculty Senate, a position with which the faculty and administration are comfortable. **Guerrero** stated that the language is not as important as the work/action. **Hansen** indicated his belief that the charge to our committee is important so the D.C. can work without rumor or suspicion. **Kay** suggested that the D.C. needs to have set goals towards which to work and the goals should be developed with other involved groups. **Lear** specified that the Faculty Senate should mandate a directive to set concrete goals so that the D.C. is a proactive committee in specific areas; that way progress will be better realized and recognized.

Lastly, **Krueger** will write on behalf of Kingston to solicit funds from David Potts for a Race and Ethnicity Conference.

Submitted by Beth Bricker