

UNIVERSITY OF PUGET SOUND
1995-96 DIVERSITY COMMITTEE
November 15, 1995
Minutes

Members Present: Kim Bobby, Beth Bricker, Doug Cannon, Galvin Guerrero, Tim Hansen, Rosa Beth Gibson, Rafael Gomez, Henry Johnson, Judith Kay, Martyn Kingston, Pat Krueger, John Lear, George Mills, Margaret Setchfield, Jeremy Soine.

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

Mintues correction: Asian and Pacific Islander Culture; also need faculty member for the student club.

Announcements:

-Krueger: Thanks to Kim Bobby from all of us as she leaves to work with R. Crew in NYC; last day 11/16.

-Guerrero: "Faces of America" - great discussion

-Gibson: ACE Conference "Educating One Third of the Nation"; points of discussion:

- Lack of clarity and focus
- No conceptual model
- Fear of paradigm shift
- Lack of administration support
- Lack of faculty support
- Other campus initiatives dominate
- Discussions not connected with learning

Other points:

Social justice course requirement

Study showing faculty of color are not as difficult to recruit as expected

-Lear: Reported on conference "Transforming the Curriculum...."

- More diversity needed nationwide
- Accept diversity as a value, not law or affirmative action necessity
- Database on WEB shortly; multicultural models of teaching
- Major barriers to diversity programs:
 - Unchangeable obstacles = ignore those
 - Cannot change 1 or 2 things = change what you can
 - Leadership = need commitment from the University

Plan of action:

- Understand diversity
- Need officer at VP level
- Dep't chairs in workshops
- Committee training

-Johnson: Theme year proposal (copy distributed)

Year one	96-97
Year two	97-98
Year three	98-99
Year four	99-00

Discussion focused on the groupings for the years with **Cannon** suggesting that they may be artificial and that each group may need special events in order to be recognized. **Kay** pointed out that the groupings represent clusters of smaller representative minorities and that special events within the year will focus on each group separately. It is hoped that integrating the clusters will encourage understanding and unite the various parts of the whole. **Lear** suggested involving the faculty and curriculum in each year (connecting diversity to learning) and using stronger wording

to include the Diversity Committee. Involving students in the theme year decisions does not allow for advance planning necessary to gather speakers and other invited guests for the events. ASUPS does approve the funding and support for the special events so they are involved in the process and implementation.

The Campus Climate subcommittee submitted their preliminary report - attached.

Next Meetings:

11/22	Subcommittees
11/29	Full committee, Library 134

Submitted by Beth Bricker