

CLAHS Diversity Committee Meeting - Agenda
Wallace Hall - Room 406
Wednesday, September 15, 2004 - 10:00 a.m. - 11:30 a.m.

10:00 Welcome and Call to Order

10:10 Purpose/Focus of the Committee - (Context: a standing invitation for the Committee to call for initiatives and funding from the college and the university.)

- **Monitor/manage implementation of programmatic initiatives**
- **Forum for identification of issues, development of strategies and recommendation of new initiatives designed to change systemic injustice and inequality within college and university**
- **Development of faculty, staff, and student grassroots leadership**
- **Multicultural office is not a program office. The real action (agency for change) is in the faculty, staff, and students of the college and university**

10:20 Update on Phase II - campus climate/faculty retention initiatives – what is continuing and how are they managed/organized?

- **Monthly mentoring meetings with new college faculty.**
- **A diversity scholarship grants program.**
- **A regional diversity scholarship conference attended by over 130 professionals from Virginia and surrounding states.**
- **Efforts to share our experiences more widely. (For example, Innovative Higher Education has accepted an article by F. Piercy K. Allen, P. Meszaros, and B. Dixon reporting on Phase II initiatives.)**

10:30 Identification of key issues/potential initiatives to address in forum discussion (Context: issues and topics identified during 03/04)

- **Last year's Search and Screen processes and hiring processes**
- **Integration of diversity in FARs and P&T review**
- **Diversity Award**
- **Diversity Graduate Summer Fellowships**
- **Activist Training Workshop**
- **Standards of Inclusion**
- **Diversity Research initiative**
- **Lift up profiles of diversity for broad inclusion beyond race, ethnicity, etc.**
- **How do we assess our social climate, the environment of our learning communities**
- **Listening post on campus issues and hot spots**
- **State Virginia Tech policy of commitment to social responsibility in community(ies)**
- **What are the defining communities of the college of liberal arts and human sciences?**
- **Benchmarking w/ peer institutions that address racially/culturally isolated circumstances**
- **How can we address the paternalistic culture of our institution**
- **What are the strengths of our college, vis a vis the issues of diversity, and how can we build on those strengths?**
- **Buy in and collaboration with College of Science.**

11:15 Committee Structure

- **Do we need sub-committees – if so, how to implement**
- **Need second co-chair from Human Sciences**
- **Review of Committee members by department - Linkage with Northern Virginia campus**
- **Passed motion to hold three meetings per semester – currently set up for four**
- **Recent policy decisions**
 - **One-time guest speakers—Fund through Women and Minority Artists and Scholars Lecture Series**
 - **On-going initiatives – Fund through Dean's Office allocation for Diversity Committee**

11:30 Adjourn