

CLAHS Diversity Committee Meeting - Agenda
Wallace Hall - Room 406
Tuesday, February 8, 2005 - 8:30 a.m. – 10:00 a.m.

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)

8:30 Welcome and Call to Order

8:35 Discussion on how the Diversity Committee and its members might be useful in the search and select process for faculty and staff hires. In our last meeting, Dean Niles observed that Committee members might

- serve on their departmental faculty search committees
- attend candidate's interview presentations
- meet candidates to discuss their views on diversity.
- Review draft letter (See attached)
- Dean Niles also stated that we might track our assistant professors to see if we are successful in attracting and retaining a good, diverse faculty pool.

9:20 Listening post on campus issues and hot spots

- Update on CLAHS Diversity Web site – Katherine Allen and John Husser
 - placement of faculty/staff statement
 - regularity of updating – meeting schedule, agendas, and minutes
 - easy access
 - purpose
- Update on next steps of the Joining Communities initiative. In our December meeting we discussed the possibility of a series of gatherings to train new trainers so that more workshops could be implemented throughout the college.
- Update on Diversity Committee position regarding German Club, Richard Burian. A brief review of action to date and a decision on any next steps or let the good work done suffice for now.
 - Diversity Research Conference and initiative
 - Diversity Awards
 - Faculty Senate response to inclusion of diversity in new on-line FAR
 - Inclusion of diversity in current promotion dossier guidelines
 - New Faculty Mentoring

9:45 Introduce topics for next meetings:

- Identify administrative and faculty leadership functions and needs with regard to diversity and institutional change. Consider possibilities of a position of associate dean for diversity, a dean's fellow for diversity, and/or other ways for the committee to maintain and strengthen a progressive dialogue with the College

administration and to serve the needs and challenges of the faculty, staff, and students.

- Structure faculty/administration partnerships for development of strategies for
 - Improving classroom and workplace climate
 - Recruitment and retention of diverse, multicultural faculty and staff
 - Recruitment and graduation of diverse, multicultural undergraduate and graduate students
 - Other

10:00 Adjourn

Agenda items for Second Semester

- Standards of Inclusion
- Lift up profiles of diversity for broad inclusion beyond race, ethnicity, etc.
- Assessment of our social climate, the environment of our learning communities
- 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.
- Other?