

CLAHS Diversity Committee Meeting - Agenda
Wallace Hall - Room 406
Monday, September 5, 2005 - 1:30 p.m. – 3:00 p.m.

- 1:30 Welcome and Call to Order (assignment of minutes taker; distribute contact list of members)
- 1:35 Overview of committee, new diversity appointments, structure and procedure
- Dean's action in response to Diversity Committee recommendations
 - Associate Dean for Outreach, Faculty Development, and Diversity Initiatives
 - College Fellow for Diversity Initiatives
 - Committee as forum and incubator of initiatives
 - Communication
 - Relationship with dean's office and college admin (department heads)
 - Relationship with faculty, staff, and students
 - Volunteer action groups implementing initiatives
 - Committee status: standing college committee v. ad hoc?
- 1:50 Committee chair, executive committee, communications with the dean
- 2:00 The Committee's agenda for the year. Three major topic areas and more. Also, framing our agenda within the "Common Agenda" that the Office of Multicultural Affairs has identified for the University
- Inventory and coordination of diversity programs, initiatives, and actions within college and in relationship with those that are happening in other colleges and university wide.
 - Conceive and implement strategies for Diversity Committee to serve as an asset and a resource pool for departmental search and select processes
 - Current conceptual base
 - Timeline for development and implementation
 - Develop draft description for review by committee and the Department Heads
 - Review at October 3 meeting
 - Revise
 - Reach approval at October 31 meeting so that the plan may be implemented in the upcoming search and select "season"
 - Identify interested members to serve as a short term sub-committee
 - Diversity Committee to stimulate self-study and diversity research projects focused on university community and its climate.
 - Institutional racism, VT organizational culture and other broad topics of interest
 - Institutional or organizational learning processes
 - Vision, strategies, and implementation
 - Relationship with other initiatives and University interests (Center for Diversity Scholarship and Research)
 - Identify interested members to serve as a short term sub-committee
- 2:30 Other items that need immediate attention (sub-committees)
- Diversity Award
 - Connection with CLAHS Faculty Council
 - Joining Communities
 - Faculty Mentoring
 - Conference on Diversity Research
 - Internal faculty research support
 - Listening Post on campus issues and hot spots

3:00 Adjourn

Topics and items of long term interest/concern

- Standards of Inclusion
- Principles of Community
- 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?
- Update on next steps of the Joining Communities initiative. Last year we discussed the possibility of a series of gatherings to train new trainers so that more workshops could be implemented throughout the college.
- Diversity Awards
- 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 in matters of diversity? How to build on those strengths?
- Buy in and collaboration with College of Science.