

CLAHS Diversity Committee Meeting - Agenda - Wallace Hall - Room 406
Monday, November 26, 2007 - 3:00 p.m. – 4:30 p.m.

Attendees: Alanna Malone, Robert Leonard, Rosa Mayorga, Fred Piercy, Sue Farquhar, Mido Chang, Marjorie Norton, Jane Abraham, Rick Shingles, Jean Elliott, Peggy Meszaros, Efua Akoma

Rick Shingles presented a diversity plan from the Political Science department as of Spring 2001 and will get an electronic copy to Bob Leonard and Dennis Herron.

3:00 Call to Order – Introductions around the table

3:05 Review Rosa Mayorga revisions of Committee's diversity statement

The revision was circulated among the committee and responses were requested via email shortly after the last meeting. Fred Piercy responded favorably. Rick Shingles suggested an addition that speaks to accentuating the positive, "excellence through diversity" which he will email to Rosa for incorporation and to be circulated again.

3:15 Review draft CFP for departmental initiatives and draft design of review process and mechanism.

- Sub committee: Rachel Holloway, Tom Howard, Jane Abraham, and Marjorie Norton
- Approve or recommend revisions as necessary.

The amounts under the *FUNDS AVAILABLE* section may change with the Dean's input.

A deadline was not included because the cycle was unknown but the Dean will provide the deadline. Bob Leonard was concerned about the Dean's request to make funds available to departments not to individuals so he would like the sub committee to revisit that. There were concerns expressed that all individuals are not a part of a department so how would they engage in this kind of project. It is suggested as individuals develop their proposals they would then pass it through their respective departmental unit before submitting it which keeps the project in line with departmental plans for diversity.

Fred asked for clarification on what graduate students would need to do if they wanted to engage in these grants.

Rick suggested a cover letter that spells out who can be included which may be helpful in eliminating some of the language that may convolute the objective.

The sub committee is prepared to revise the draft and circulate it in the next few weeks.

An application with potential for continued funding or additional funding will be given priority was suggested to be added to Special Requirements under the FUNDS AVAILABLE section.

- Agree on next steps to forward to Dean by end of F'07 semester

3:35 Discuss department development of CLAHS goals and strategies for diversity.

- Peggy Meszaros has accepted chair of CLAHS Goals and Strategies for Diversity Sub-committee in 2nd semester. April Few has agreed to serve with Peggy on this Sub-committee. Peggy will ask for other Sub-committee members, as needed.
- Identify all who might be interested in serving on this Sub-committee in the 2nd semester. **Rosa Mayorga, Sue Farquhar and Rick Shingles have volunteered.**
- Review any department diversity reports received to date.

All departments are currently in the draft stage so there were no reports to review.

- Review project design and time line, and clarify any questions for all

At the end of the semester, each department needs to provide documentation of where they are in the process if a complete document is not available. November 29 is the soft deadline. Rick Shingles expressed concerns about the deadline relative to full participation of the department. He believes the timeline is not conducive to full participation which may result in one person submitting this without the understanding or commitment of the entire department. Bob feels it is the sub committee's job to make assessments of what is submitted. Peggy feels that a structure will emerge from what is submitted which will evolve and can be possibly provided as a template for the final product. Rick suggested that we make sure the departments understand this submission is the beginning of a conversation between the sub committee/diversity committee and the department.

- Principal areas of focus for CLAHS Diversity initiatives
 - Integration of diversity topics/issues/studies in CLAHS and core curricula
 - Leadership in initiating/implementing public conversations about diversity (“difficult conversations” initiative)
 - Recruitment/retention of faculty
 - Recruitment/graduation of students
 - Recruitment, workplace climate, and advancement for staff
 - Workplace climate and advancement for faculty
 - Classroom/laboratory (teaching/learning) climate for students (graduate and undergraduate)
 - Institutional structures/mechanisms that insure equitable and pro-active support for broadly diverse populations of departments, college and campus
- Each Div Committee member to review home department diversity plan in terms of agreed areas of focus (above) with department head, department committee, whomever appropriate. Use existing plans to assess current status. Consider options to revise or start anew. Identify costs to specific strategies and feasibility with and without funding. Each Committee member reports back to Sub-committee on Goals and Strategies by end of F '07.
- Sub-committee reviews departmental reports and prepares a College statement of goals, strategies, and outcomes/benchmarks that integrates departmental realities, needs, and intentions with College vision/intention; presented to Committee and accepted by mid-semester S'08.
- Subcommittee on Goals and Strategies prepares a timeline and task assignment to add to statement of goals and strategies, presented to Committee and accepted by end of semester S'08. Resulting in a document for submission to the Dean at the end of S'08. It is assumed that the Dean is aware of and participating in this process through the year, so that the document finalizes a cooperative process, rather than being a submission for approval/disapproval.
- Agree on next steps to complete departmental diversity reports by end of F'07 semester
- Other matters needing discussion in this project

4:00 Report on possible College partnership with YMCA, as part of College interest in tackling “difficulty conversations” in public venues

Gail Billingsley, director of the YMCA approached President Steger about being interested in engaging with VTech around holding venues which have taken place in the past. Bob would like to meet with the Dean and Gail about this possible relationship and asks the committee members to think about ways they can call on their own expertise to engage about difficult topics that allows for new voices to be heard. Rick has been a part of the venues in the past and expressed concern about the same crowd attending. He suggested that departments suggest topics about their interests which may broaden the overall attendance. Luncheon discussions were suggested. In a conversation about strategy for community involvement were discussions about having these venues in the community and planning ahead by inviting targeted individuals and creating safe spaces to speak.

4:10 Updates, if any on: [classified] project; Campus Climate Research Project; Other

Jean passed out a flyer for the viewing of *For the Bible Tells Me So* and related events.

No updates on the classified project.

Damon Williams, author of Inclusive Excellence, has a positive outlook about the Recommendation from the Campus Climate Research Project. He and Kevin MacDonald seemed enthusiastic about the potential of this project, which parallels the Taskforce Report.

4:20 Listening Post on campus issues and hot spots

4:30 Adjourn

Topics and items of long term interest/concern

- Agenda for 07/08
 - i. Integrate diversity with academic programs and initiatives
 - ii. Tackling “difficult conversations” in public venues
 - iii. Develop strategies for strengthening diversity of CLAHS
 - iv. Conceive and develop proposals for new initiatives within CLAHS and submit to Dean’s Office for consideration for funding
- Continuing sub committee needs
 1. CLAHS Diversity Award
 2. Review Panels for Faculty and Graduate Student Granting Programs: Summer Graduate Diversity Student Fellowship; Diversity Research Grants program
- Coordination with OMA, University plan, CEOD, and other college diversity committees
- Next logical step – Coordinate Principles of Community with new document: Living Social Justice
- Departmental Search processes
- Strategies for cluster-hiring in diversity research
- Re-implementation of the ABD program
- What are the defining communities of the College of Liberal Arts and Human Sciences?
 - CLAHS as stimulator/provocateur of the intellectual life on campus
- Update on next steps of the Joining Communities initiative.
- 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?
- Collaboration with College of Science.