

CLAHS Diversity Committee

Minutes of Meeting, January 28, 2008

3:00 Call to Order

Attendance: Bob Leonard, Rosa Mayorga, Rachel Holloway, Patricia Wright, Rick Shingles, Jane Abraham, David McKee, Fred Piercy, Yasuo Mikazaki, Sue Farquar, Jean Elliott, Dennis Herron.

3:12 – Review revisions of Committee’s diversity statement.

Discussion of the various versions, pros and cons.

David McKee – Moved to accept version as revised in discussion. Rick Shingles – Second

Definition of “Diversity,” approved by unanimous vote of those present at the January 28, 2008, meeting of the Diversity Committee of the College of Liberal Arts and Human Sciences. (FINAL CORRECTIONS 2.3.08)

We, the College of Liberal Arts and Human Sciences Diversity Committee, use the term “diversity” to mean the desirability and value of many kinds of individual differences while at the same time acknowledging and respecting that socially constructed differences based on such characteristics as gender, race, ethnicity, class, ability, health status, sexual orientation, gender expression, age, and geographical and cultural background exist within systems of power that create and sustain inequality, hierarchy, and privilege. The College of Liberal Arts and Human Sciences is determined to eliminate these forms of inequality, hierarchy, and privilege in our programs and practices. In this sense, diversity is to be actively advanced because it fosters excellence in learning, discovery, and engagement.

Shift in Agenda Item sequence – move to 4:00 item for Fred’s benefit (has to leave).

**Agenda item #2 - 4:00 item** – Take up request to mandate Va Tech administration to be proactive in assuring that physical environment is appropriate for disabled employees (and students).

Discussed cited situation and other, similar realities around the College.

Proposed: Craft letter to the dean for more proactive structural procedures in allocation of resources for persons with disabilities.

Fred Piercy agreed to write first draft. Dennis Herron and Jean Elliott agreed to assist.

Letter will be vetted and approved by Committee before going to the Dean.

**Agenda item #3. (original 3:15)** Review revised draft RFP for departmental initiatives and design of review process and mechanism.

Discussion of multiple proposals from departments versus single

Discussion of limiting one grant per department versus holding possibility of multiple grants

Discussion of need for department head endorsement.

Discussion of review of proposals to happen in Diversity. Committee, and recommend to Dean. Dean welcome and invited to sit in on review process.

Discussion of kinds of projects that might be proposed

Discussion of Application form and observation that a Budget Form needs to be included

Rachel Holloway agreed to get a new revision, based on the discussions of the meeting, out soon.

Bob Leonard asked that the sub-Committee conduct an email approval process on the final revision , so we don't wait until the next meeting. It would be best if this Request For Proposals could be implemented this Spring for funding in the Fall.

Dennis Herron agreed to work with Rachel Holloway to implement email approval process.

**Agenda item #4 (3:30 item)** Outline revised process and timeline for development of CLAHS goals and strategies for diversity

Confirmed sub-committee: Peggy Meszaros, chair, Sue Farquhar, April Few, Rosa Mayorga, Rick Shingles

Charge – Dean has asked Diversity Committee to prepare a College Diversity Plan, with June 1, 2009 as new approval date.

1<sup>st</sup> action step – seek dept. reports to get understanding of issues in each Dept.

By mid march, review of existing plans and reports.

Dept. plans will inform and could eventually be incorporated into College Plan.

Timeline for CLAHS Diversity Plan Development

January 28, 2008	College Diversity Committee Approves Definition
Mid-February, 2008	Dean seeks approval from various governance groups
February, 2008	Information Gathering By All (VT Diversity Plan, etc.)
March 1, 2008	Departments submit all existing/current diversity plans and statements
March 10, 2008	Dean provides sample formats to Sub-Committee
March-April, 2008	College Sub-Committee meets to develop process
March 15, 2009	College Diversity Strategic Plan Completed
June 1, 2009	College Plan Approved

Discussion about specific department/unit realities that impact preparation of a Diversity Report

**Agenda item #5 Broaden Diversity Award Guidelines**

Recommended revision: The Diversity Award honors faculty, staff and graduate students who have made a significant contribution to improve campus climate with regards to issues of inclusiveness at Virginia Tech. One award will be given for diversity contributions.

Jean Elliott moved to approve recommended revision, David McKee –Second

Motion passed.

Revised guidelines will be implemented in next year's Award process. Invitations are already out for this year.

Other topics tabled to next meeting.

4:30pm – Adjourned.