

CLAHS Diversity Committee Meeting - Minutes
Wallace Hall - Room 406
Monday, October 31, 2005 - 1:30 p.m. – 3:00 p.m.

Present: Bob Leonard, Jean Elliott, Rick Shingles, Antonio Fernandez-Vasquez, Karey Sutton, Amerlia Casteneda, Dick Burian, Rennie Gibbons, Peggy Meszaros, Fred Piercy, Sue Farquhar, Nancy Bodenhorn, Megan Carney and Valerie Hardcastle (on the phone).

1:30 Bob Leonard conducted the meeting.

Call to Order and welcome to new members and guests:

Karey Sutton - MS program in Science and Technology Studies
Amelia Casteneda – Undergraduate, Latin American Student Organization
Rennie Givens – Diversity Dean's office

Accept minutes of previous meeting (10/3/05)

1:35 Follow up on Homophobia on Campus, Fall 2005

Valerie Hardcastle reported that the resolution passed at the last Diversity Committee meeting has been shared with all department heads in the college and was approved by several. The Committee would like to proceed with the publication of a quarter page ad in the Collegiate Times and explore posting the announcement on the college website with text similar to: The following resolution has been passed by the Diversity Committee and other such assertions have been passed by the departments listed below.

Recognizing that promptness has value in the publication of this ad, Valerie will notify departments that have not yet approved the resolution with a November 7th deadline so that we can publish an ad in the Collegiate Times including a list of departments, before Thanksgiving break.

The English Department Panel: Homophobia on Campus was the first of a series. Bob Leonard reported that the panel included articulate perspectives, was well attended and demonstrated strong leadership from the English Department.

Gay in Appalachia featuring a poetry reading by Jeff Mann and a video presentation by Carol Burch-Brown. Jean Elliot reported the evening a success with over 130 people, including the Provost, in attendance. Jean noted the timing is right for similar forums.

Developing an Intervention Training strategy.

Megan Carney proposed the creation of a public forum using theatre to catalyze further discussion about diversity on campus. This event will be designed to go beyond the recent reports of infractions to discuss what we mean by diversity, how we'd like to see the campus climate shift, and what our role in this shift might be. There was discussion about possible future designs of this idea that would include integration with RA orientation training and even faculty incentive programs. At this time, it was decided that Megan will move forward with the idea accompanied by Jean Elliot, Rick Shingles,

Antonio Fernandez-Vasquez and Sue Farquhar as sub-committee members. Megan will begin to design a process for this idea and share with the subcommittee.

2:15 Inventory of Projects

Bob Leonard reported that an inventory of research opportunities and programs is in the process of being completed. This inventory will allow the work of the Committee to be integrated into University wide initiatives.

MLK Jr. Day or Black History Month. Valerie Hardcastle is spearheading the Diversity Committee's involvement in planning and Bob Leonard is overseeing calendar and space considerations for this series of events. At this time, the MLK Planning Committee is interested in conducting one week of programming including a kick off event hosted by Alpha Pi Alpha and the 9th Annual Diversity Summit. The week may also include teach-ins, service projects and planned meals.

Antonio Fernandez Vasquez mentioned that the 2nd Hispanic Honors Celebration, which occurs at graduation time, could be featured in the poster session to raise visibility of the event.

It was noted that the College has resources for help in producing posters and suggested that this work would be a strong addition to the upcoming Regional Conference on Research and Diversity in early February, confirmation of location and dates forthcoming.

Summer Graduate Diversity Student Fellowship. Bob Leonard proposed that the Fellowship be housed in the Diversity Committee in partnership w/ Office of Multicultural Affairs and Graduate School. The Committee agreed to do so. Ray Plaza will be contacted to determine how the fellowships were handled last year so that an appropriate plan can be implemented this year. Bob Leonard will send an email request for subcommittee members to review applications.

Small grants for Diversity Research Projects were announced by Peggy Meszaros in the range of \$3,000-\$5000.00. Applications are available through the Multicultural Office website. Ray Plaza will select faculty review committee for these grants. The next deadline for application is December 14th, 2005.

The Living Social Justice initiative – tabled for preparation

Search procedures - Bob Leonard distributed a document outlining how the Diversity Committee is involved in search procedures. (see below)

Additionally, Valerie Hardcastle mentioned that she is in the process of putting together a few brochures to introduce faculty to resources on campus with a page of contact information for networking. Bob Leonard called for a subcommittee to lead the 'talking points' issue within the search process. Valerie suggested that Betty Fine (not present) be asked first and no sub-committee was formed at this time.

Reimplementation of the ABD program. It was determined that the Committee must build a case to demonstrate the efficacy of the program and then proceed to discuss with Karen DePauw. It was suggested that Pat Hire be contacted to reconstruct the history of the program.

Cluster-hiring in diversity research was tabled due to current strategic planning discussions. We will wait to see how the strategies intersect with the emerging plan.

Diversity research projects. Bob Leonard asked how the Diversity Committee might generate projects and funds to focus on university community and its climate to address institutional racism, VT organizational culture and other broad topics of interest. There was discussion about various strategies that might attract University attention and funds to this work. Fred Piercy suggested reframing the question to explore best practices in recruitment and retention.

CLAHS Faculty Council. Richard Burian suggested the upcoming Faculty Association meeting in February as an opportunity to bring discussion of diversity to broader group of faculty. He also mentioned that the Faculty Council is discussing the role of the Diversity Committee within its governance structure.

3:00 Adjourn

Submitted by Megan Carney, with additional notes by Antonio Fernandez – Vasquez
November 6, 2005.

CLAHS Diversity Committee

Understanding of Committee's engagement with College search procedures

Approved 10/31/05

The Diversity Committee of the College of Liberal Arts and Human Sciences assumes responsibility for three specific functions with regard to the search and select process in College hires.

1. Maintain and disseminate a one page information sheet about diversity and multicultural matters for each department to include in any packets that departments may provide for candidates.
2. Maintain Diversity Committee membership as a roster of people available for departments to invite to social functions during candidate interview. Use of this roster is entirely at the will of each department.
3. Prepare, maintain, update, and disseminate to all departments a set of talking points on matters of diversity and multicultural learning communities at Virginia Tech to be used as a guide in all on-campus interviews.