

Commission on Equal Opportunity and Diversity
Monday, September 25, 2006

Minutes

Present: Ross Edmonds, Guy Sims (for Zenobia Hikes), Rick Shingles, Pat Hyer, Ray Plaza, Deborah Morgan, Ann Kilkelly, Carlos Evia, Kim Beisecker, Mike Taczak, Brad Klein, Aaren Salido, Elisa Sotelino, Jack Davis, Patricia Smith, Sue Ellen Crocker, Jean Brickey (for Maxine Lyons), Ruth Grene, Linda Woodard, Sam Camden, Kris Tilley-Lubbs, Antionette Stroter, Kevin McDonald

Absent: Alexis Bozzo, Craig Brians, Tina Harvey, Saurabh Attarde, Linda Woodard, Ben Dixon, Valerie Hardcastle

Guests: Jonathan McCloud, Maggie Sloane, Sarah Wang, Jennie Reilly

I. Call to Order

The agenda was adopted.

II. Chair Report

Carlos asked Ray to provide a brief summary of the Multicultural Faculty and Staff Luncheon which occurred on September 15. There were approximately 85 people in attendance for the lunch and keynote speech by Patricia Russell-McCloud. Of that group, only 30-40 stayed for session 1 of the diversity discussion and 20 stayed for session 2. There was disappointment in the number of attendees given that 900 letters of invitation were sent out. Members indicated it was not clear to people what the event was about or that it was open to the entire university community. An evaluation link has been sent for people to provide feedback on the event.

Sheila reported that the first meeting of the University Task Force on Race and the Institution has occurred and members are reviewing existing documents before the next meeting in a couple of weeks. There is a community conversation for students this Thursday, September 28 at 6:00 p.m. in Haymarket Theatre. It is sponsored by the Provost's Office and is an opportunity for students to share thoughts and ideas with the Task Force.

III. Items from Year Three to Discuss

- A. Kris Lubbs' Model for Intersection of Principles of Community, Policies, and Practices – a diagram has been created that demonstrates the intersection between the principles, policies, and practices. This intersection is the gray area that is ambiguous to many and is an area that needs some work so that people know what the consequences are for violating the principles.
- B. Rick Shingles' Diversity Competency Initiative – Rick emphasized that the initiative is really a group effort aimed at training faculty in the area of diversity awareness, knowledge, and competencies. The proposal is modeled after the Faculty Development Institute. Ruth stressed the need for input from parts of the university that are not concerned or interested in issues of diversity. There needs to be an assessment to see if the proposal is worth pursuing. Ann shared the need for a good picture of all the things that are being done around issues of diversity in academia, especially in some academic programs like sociology, race and social policy, Africana studies, etc. Some of these programs and curricula deal directly and in-depth with various aspects of diversity. This proposal needs the buy in from the people who are integrally involved in diversity issues. Ann went on to suggest that a task force be created to look at the academic programs as well as having some department heads present at meetings so that members have a better idea about what is happening in diversity in academia.

IV. Taskforces for Year Four

- A. Report on the Policy Integration Taskforce's Roundtable – Carlos distributed a summary of the roundtable discussions that occurred on March 28. The discussion focused on the awareness of diversity-related policies, problems and issues related to the policies, and suggestions/solutions. Ruth voiced concern regarding the low turnout of faculty at that roundtable.
- B. Brainstorm on Taskforces for Year Four and Recruit Members – Ann recommended the creation of five task forces as described below. Members then spent time organizing in the task forces.
 1. Campus Climate - this is a long term task force connected to the university campus climate team and will deal with issues as they arise on campus.
 2. Events and Programs – the focus of this task force is the Diversity Summit and MLK Celebration.
 3. Multicultural Education – this task force will work on gathering information on what is happening in diversity education in academia and will also work on the diversity competency initiative.
 4. Diversity Strategic Plan –this taskforce will work with OMA on what needs to be updated in the diversity strategic plan with the goal of having a new/revised plan in place during spring semester.
 5. Policy – the focus of this task force will be to provide guidance, support, and resources for diversity in the faculty activity report and in the staff evaluation process.

Announcements

Ann shared that Marty Pottenger, an Obie-award winning solo performance artist, is in residence with the Department of Theatre Arts for three weeks from September 19-October 6. She will be offering two public lecture/demonstrations of her work on Monday, September 25 at 7:00 p.m., in the Torgersen Museum and on Monday, October 2 at 7:00 p.m., in the Multipurpose Room at the Graduate Life Center. Ray passed out information on the National Issues Forum: “New challenges of American immigration, what should we do?” which is scheduled for October 12. Jennie reminded members that October is Disability Awareness in Employment Month. On Friday, October 27 Jonathan Mooney will be speaking about his experiences as a student with disabilities in the Haymarket Theater. Tomorrow is lunch with the Hispanic Faculty in the Multicultural Center, Squires.

Meeting adjourned at 11:53 a.m.

Respectfully submitted,

Alicia P. Cohen, Secretary to the Commission