Diversity Committee Minutes  
February 11, 2009

Committee Members/ Present: Zaixin Hong, Lisa Ferrari, Monica DeHart, David Sousa, Yoshiko Matsui, Judith Kay, Justin Tiehen, Nancy Nieraeth, Margi Nowak

The meeting was called to order by chair Kay at 8:05 a.m. Nowak was appointed as the minute-taker. The minutes of the January 28 meeting were reviewed and, after several small friendly corrections, approved.

Reports and Discussion

1. *Comments on the draft of the rationale for Diversity Committee Bylaw Revision that would be emailed to the faculty later in the day*
   A. The committee spent almost 30 minutes fine-tuning the wording and placement of specific phrases and subheadings in the draft
   B. The careful reading and editing provided to committee members by Lisa Ferrari in her February 9 email were noted and appreciated

2. *Report from the Subcommittee concerning Charge Two: “Continue to develop and implement a program for including diversity issues as a permanent element of faculty development”*
   A. Discussion of ways to incorporate narratives that involve diversity issues…
      i. *faculty narratives* as resources
         • “this is what came up in my class, and this is how I interpreted and worked to deal with it”
         • collected from volunteers during the spring
         • distributed in fall, perhaps in the form of a Prelude-like pamphlet or webpage, targeting freshmen advisors in particular
      ii. *student narratives* as examples
         • “this happened to me here at UPS and it hurt”
         • Kim Bobby already has heard such stories; her role in summing up and extracting key points from such narratives will be critical
   B. Brief discussion (we were running out of time) of Kris Bartanen’s offer to fund a faculty event (dinner? focus group discussion?) that would pursue further exploration of diversity issues in this vein
      i. emphasis on listening to our colleagues
         • to identify what their diverse needs may be
         • to identify some of the common, enduring problems that faculty confront
      ii. recognition of the benefits of targeting such events to specific academic or even disciplinary areas (rather than aiming for a general audience)
         • natural sciences: how can our fields be made to be more open to a wider range of students and would-be practitioners?
         • humanities: what discussions are likely to come up in such classes?
         • fine arts: what specific issues need to be addressed here?
         • social sciences: diversity issues may already be an expected part of the discourse; what have we learned that is successful?

3. *Reminder: faculty meeting February 17 – beginning of discussion of bylaw revision for the Diversity Committee*

The meeting was adjourned at 8:55.

Respectfully submitted~

Margi Nowak