

Committee on Diversity (CoD) September 16, 2019 Meeting Minutes

Present: Tim Beyer, Joel Elliott, Lea Fortmann, Steven Zopfi, Alison Hale, Carrie Woods, and Ariela Tubert

Alison Hale (senate liaison) called the meeting to order at 12:05 pm.

Alison went through the Standing Charges and Senate Charges for the committee this year. A question was raised about whether CoD should be responsible for the 6th point regarding reviewing aggregate data about patterns of bias and hate, which is reviewed by BHERT. In order to change this charge, the bylaws would need to be changed so Alison suggested that the committee make specific recommendations to the senate about how it differs from BHERT and where there might be unproductive overlap.

In relation to the fourth Senate Charge regarding developing opportunities for broader discussion of diversity and inclusion across campus, Alison informed us that ASUPS is interested in cultural competency training and would like to work with the CoD on sharing workshops and training with faculty.

The committee discussed the second Senate Charge by discussing the work done by the CoD last year, particularly focusing on developing a mentoring plan. The committee discussed whether the CoD should develop a university-wide mentoring plan or a mentoring plan for faculty from underrepresented groups and decided that more information on what previous folks have done is required to make that decision. Melvin Rouse and Sarah Moore worked on the mentoring plan last year in the CoD focusing on the benefits and challenges of both types of mentoring; Carrie will reach out to them about what they found. Jennifer Utrata worked on a mentoring plan as well; Tim will reach out to her to find out where she is currently in that process.

Steven offered to be the chair of the committee.

Ariela discussed DAC and their plans for the next year. Lea and Tim offered to be members of DAC and report back to the CoD.

Ariela discussed BHERT and suggested that Sandra Braedt, who is the deputy title IX officer and interim title IX officer, join a CoD meeting once a year to summarize data related to bias and hate.

The meeting time was amended to be Tuesday mornings at 8:30 am. Steven will work on our schedule for the semester.

Meeting adjourned at 12:46 pm.