

Minutes of the University of Puget Sound Committee on Diversity September 13th, 2011

Present: Czarina Ramsay, Susan Owen, Amy Ryken (Chair), Pepa Lago-Grana, Lisa Ferrari, Mark Martin, Michel Rocchi, Kurt Walls, Margi Nowak, Zaixin Hong, Nadav Heman, Westley Dang, Megan Sykes.

- I. Call to order: Amy Ryken called the meeting to order at 8:36 am.
- II. Minutes: The minutes of the April 18th, 2011 meeting were approved *via* voice vote without objection.
- III. New Chair: Amy Ryken was re-elected to Chair of the Committee on Diversity for the current academic year (by acclamation and with enthusiasm!)
- IV. Announcements: A number of announcements were made, including:
 - Students of Color Welcome Reception, September 14, 2011 4:30-6:00 p.m., Student Diversity Center. Czarina Ramsay described the goals of the reception as promoting outreach and interactions among the served 1st year and transfer students, in order to further build a sense of community. Currently the focus has been upon students of color as a test of meeting site and effectiveness of the approach. Future groups served will include BGLAD in October, and later in the year, first generation students .
 - T-Town: Transgender Neighbors Exhibition, November 22, 2011-January 20, 2012, Library. Margi Nowak brought up the problems of using Cascade student photographs among transgendered students, in particular the forced choice/binary framing of gender.
 - Wednesday at 4: What is Cultural Competency?, November 2, 2011, 4:00-5:00 p.m., CWTL.
 - Over the summer, Amy Ryken worked with Kris Bartanen on rewriting search guidelines for hiring departments encouraging that each faculty search committee include a diversity advocate. Departments have been receptive and have been delegating diversity advocates. Kim Bobby will track experiences this year to inform future efforts.
 - Pepa Lago-Grana announced that a new tenure line search was underway in her department (and the area of scholarship in the job description contained a diversity component).
 - There was a brief discussion regarding the recent act of vandalism in the Music Building, which included racial epithets on a door. The history of such events and their resolution was discussed.
- V. Business:

- The first order of business was the selection of a meeting time. Several members of the committee were unable to reliably attend the current meeting period. An alternating schedule of Tuesdays and Wednesdays from 8 to 9 AM was suggested and agreed upon. Amy Ryken will update the members of the Committee with the various meeting dates (the first meeting will be at 8 AM on September 28th).
- Representatives to BERT and DAC were solicited. Margi Nowak and Pepa Lago-Grana volunteered to serve on BERT. Amy Ryken volunteered to serve on DAC.
- Amy Ryken then led a discussion on possible goals for the Committee in 2011 – 2012. Possibilities included a focus on faculty hiring and retention (with respect to diversity categories), participating in the campus climate survey by reviewing draft surveys and promoting the importance of the survey to faculty, updating the diversity curriculum website (<http://www.pugetsound.edu/academics/diversity-curriculum/>), and wider dissemination of Faculty Narratives describing diversity issues.
- Michel Rocchi brought up the tension he feels regarding this committee due to overlap with other committees, unclear charge, and a general sense of wanting to accomplish something concrete. Some of the suggestions above might address this concern.

VI. Adjournment: The meeting was adjourned at 9:11 a.m.

Respectfully submitted by:
Mark Martin, Associate Professor
Biology