

Minutes of the Diversity Committee Meeting of 22 April 2008

Present: Nila Wiese, Mike Valentine, Margi Nowak, Monica DeHart, Lisa Ferrari, Leslie Saucedo, Kim Bobby, Paula Meiers, and Judith Kay

Absent: Nancy Nieraeth, Heather Clifford, Yoshiko Matsui, and Carol Lentz

The meeting was called to order at 8:05 by Co-chair Valentine.
The minutes of the previous meeting were approved.

Announcements:

Kim Bobby is hosting two diversity fora on Wednesday and Thursday of this week to discuss the Diversity Strategic Plan. Mike Valentine will represent the Diversity Committee at those fora.

Julie Neff-Lippman has agreed to devote the last “Wednesdays at 4:00” colloquium to the matter of faculty diversity training. This discussion will occur on April 30th and Hans Ostrom will be one of the facilitators.

Extra efforts will be made to advertise the campaign to secure a logo for BERT.

New Business

Faculty Senate Motion:

The Faculty Senate passed a motion endorsing “the request made by CAIR [Coalition Against Injustice and Racism] to re-examine the university’s Diversity Statement. The Senate refers the matter to the Diversity Committee and forwards the following language suggested by CAIR for their timely consideration.” The proposed revisions by C.A.I.R. to the Diversity Statement are appended at the end of these minutes.

This motion should create a new charge for the Committee for 2008-09 from the Faculty Senate. This Committee plans to invite representatives from C.A.I.R. to an early fall meeting to discuss the intent behind the proposed changes to the Diversity Statement and the significance of its choice of language.

Review of the End-of-the-Year Report to the Faculty Senate

Mike Valentine presented a draft of the report for Committee review. Minor changes in wording were made. The Committee asked that the report be clarified to indicate that in addition to appointing members to BERT this year, this Committee was charged to establish a framework to serve as a basis for BERT’s annual constitution.

BERT

This Committee requested a report from BERT on its activities this year. Next fall, this Committee will ask BERT to draft protocols for how to handle information about its purpose and activities. This Committee would review these

proposed protocols as a way to ensure that BERT's activities are as transparent as possible to the campus community with clear indications of where its minutes should be posted, the kinds of incidents to which it has responded, and so on.

Old Business

Nila presented a penultimate draft of the by-law revisions. Final changes were made, including:

- Clarification that the proposed by-laws for the Staff Diversity Committee were only our suggestions. The Staff Committee will be responsible for proposing its own membership and by-laws. Kim will ask Rosa Beth Gibson about correct titles to include in the description of representatives of the Staff Committee.
- The constitution of the Diversity Advisory Council was revised, clarifying that Diversity Committee members appointed to the Council would not necessarily be the same as those appointed to the Council's task forces. Kim Bobby will remain free to cast a wide net for members of the task forces which will include faculty, staff and students.
- Members replaced the phrase "to assist" with the wording "to work with" in one provision.

The Co-chairs will circulate revised versions of both the final report and the by-law revisions for review before final submission to the Faculty Senate.

The meeting was adjourned at 8:59 by Co-Chair Valentine.

Below is the current university Diversity Statement, with the revised wording from CAIR included in **BOLD** :

DIVERSITY STATEMENT

We Acknowledge

- the richness of commonalities and differences we share as a university community.
- the intrinsic worth of all who work and study here.
- that education is enhanced by investigation of and reflection upon multiple perspectives.

We Aspire

- to create respect for and appreciation of all persons as a key characteristic of our campus community.
- to increase the diversity of all parts of our University community through commitment to diversity in our recruitment and retention efforts.
- to foster a spirit of openness to active engagement among all members of our campus community.

- **to have diversity in terms of race, socioeconomic status, gender identity, ethnicity, ability, sexuality, and religious affiliation within our student, faculty, and staff community.**
- **to deepen our understanding of the distinct yet intersecting histories that have shaped our identities and the associated forms of oppression.**
- **to provide full access to those groups to which it has been historically denied**

We Act

- to achieve an environment that welcomes and supports diversity.
- to ensure full educational opportunity for all who teach and learn here.
- to prepare effectively citizen-leaders for a pluralistic world.
- **to confront racism, sexism, classism, and other forms of oppression in a manner that effects change**