

**Committee on Diversity
Minutes
October 7, 2005**

Present: Terry Beck, Nell Shamrell, Janet Marcavage, Jim McCullough, Mike Valentine, Carrie Washburn, Nila Wiese, Jesse Zumbro, Rosa Beth Gibson

The meeting was called to order by Co-Chair Terry Beck shortly after 8:00 am. Janet Marcavage was named secretary following the reverse alphabetical rotation system approved at the first meeting.

Minutes of the September 23, 2005 meeting were distributed and approved.

Jim asked where the minutes should officially be forwarded. Carrie responded that minutes should be sent to facultycoms@ups.edu. The minutes should contain no unusual formatting, so that the information can be easily uploaded to the web. However, formal motions should be in bold.

Jim announced that APASU is hosting Sushi night tonight at the Student Diversity Center, from 9:00-1:00PM.

Discussion began regarding Charge #5, to Provide liaison between the faculty, staff, and student organizations related to diversity issues and continue working with the Student Diversity Center and the Office of Multicultural Student Services to support the work of Student Diversity Center organizations, Diversity Theme Year, and other existing and emerging organizations and programs. Terry mentioned that he emailed the Student Diversity Center Organizations list to everyone in the Diversity Committee earlier this week. Nila mentioned that she is not designated as a liaison to a committee yet and is interested in being a liaison to CHispA. Janet mentioned that SIRGE did not have a contact listed and it was determined that Erin Cronshaw is the student coordinator.

Charge #2, to Complete development and implementation of a crisis response team [CRT] to address incidents related to diversity. Rosa Beth Gibson reported on the status of the CRT. Nancy Bristow, Yoshiko Matsui, Jean Kim, Kim Bobby, and Rosa Beth Gibson met with Dean Kris Bartanen to discuss the role of the CRT committee. It was reported that Kris felt that the committee's role, in providing educational responses to issues surrounding diversity incidents, makes good sense. The diversity committee should move forward in its goals, in communication and collaboration with the Diversity Planning Task Force. Rosa Beth reported that CRT does not have proposals at this time.

Charge #1, to Continue working with the Office of Human Resources, and other appropriate offices and governing bodies in support of efforts to recruit and retain an increasingly talented and diverse faculty, staff, and student body. Terry mentioned that Dean Kris Bartanen has been invited to the Oct.21 Diversity Committee meeting to discuss this charge, but she is unable to attend.

Carrie stated that it would be useful to know how the Diversity Committee's efforts were evaluated last year in 1) supporting admissions 2) recognizing the faculty's role in promoting diversity. Jim expressed that it would be best to gain this information sooner rather than later. Mike volunteered to contact George.

Rosa Beth reminded the committee that the Professional Development Announcements are out that includes the diversity-related programming, Safe Zones. Safe Zones takes place Wednesday, November 16, 9-10:30 a.m., in the Murray Board Room, Wheelock 108. As the

university implements a new policy prohibiting harassment, participants learn about creating a "Safe Zone" for students and other community members who are lesbian, gay, bisexual, transgender, or questioning. Co-facilitated by Yoshiko Matsui, associate director for student services, and Marta Palmquist-Cady, associate director for student activities. There will be additional programming in the Spring.

Terry asked if we are interested in sponsoring the Demystifying Diversity programming. Last year's diversity members, Nancy and Julie, participated in Demystifying Diversity. Rosa Beth reported that diversity-related programming has not been well-attended and hopes that the Strategic Planning Group will address this concern.

Carrie reported on the Race and Pedagogy committee and upcoming conference. The conference is expected to occur a year from now on the UPS campus. The three strands of the conference will be 1) Race, Knowledge, and Disciplinarity, 2) Racial Dynamics and Racial Performances in the Classroom (and beyond) 3) Race, Pedagogy, and Community. There will be a call for papers. It is hoped that the call will come out around Nov. 1. A website regarding the Race and Pedagogy Conference is forthcoming.

Carrie serves on the Faculty Development sub-committee of the Race and Pedagogy committee that is currently aiming to provide UPS faculty with the opportunity to engage the themes of the conference during this academic year. During Fall term two faculty panels are planned on "Teaching Race in Your Discipline," one on November 2 and the other on November 22. On the Thursday and Friday before Martin Luther King Day, Joshua Aronson, a scholar from NYU, will present a workshop for faculty entitled "Understanding and Reducing Stereotype Threat in the College Classroom."

The meeting was adjourned at 8:30 am.

Respectfully submitted,
Janet Marcavage