

Committee on Diversity, Friday, November 18, 2005

Members Present: Terry Beck (co-chair), Kim Bobby, Rosa Beth Gibson, Becca Herman, Jean Kim, Yoshiko Matsui, Janet Marcavage, Nell Shamrell, Mike Valentine (presiding co-chair), Carrie Washburn, Nila Wiese, Jesse Zumbro,

Absent Members: Amber Brock, Mikko Ludden, Jim McCollough.

The meeting was called to order by co-chair Mike Valentine shortly after 8:00 a.m.

Motion to approve minutes of November 4, 2005 without any changes was passed.

Announcements:

Carrie asked students to be mindful that a request to schedule our next semester meeting dates will be coming to them, and to please respond with their availability. It seems that 8:00 a.m. on Fridays are the most likely times, however, the committee wants to see all possible dates after the student schedules are included.

Rosa Beth wanted to thank Yoshiko for the SafeZone workshop done by Yoshiko and Marta Palmquist. New SafeZone stickers are being made and will be available next semester.

Becca announced that the White Ribbon Campaign from SIRGE will be starting. This campaign is Men Against Violence Against Women and men around campus will wear white ribbons. There will be discussion groups and a film shown.

Auditions for Vagina Monologues are currently being held, rehearsals are starting, and the performance will be in February. They are looking for faculty and staff participants.

Sunday, November 20, 2005 – We will host the Washington State Student of Color Conference. This event will bring junior and senior high school students of color to campus.

Rosa Beth reminded us that nominations for Staff member of the year are circulating. She encouraged this committee to consider nominating a member of our group in recognition of their work on diversity initiatives. Individuals and committees can make nominations. Rosa Beth will email the link to the form.

Reports:

Professional Standards Committee:

Mike Valentine: Contacted John Lear, our liaison, and John would be happy to talk with us about our proposal to the Professional Standards Committee (PSC).

Terry Beck: He and Mike Valentine spoke with Carol Weiz, the PSC chair and received an okay to bring our proposal to the committee.

Terry Beck and Jim McCollough attended the PSC meeting and they learned that the PSC would like a faculty this committee to propose an amendment to the code. This topic might be opened by looking at the history of the value or rewards related to diversity. The following routed might be taken to get this before the PSC:

1) Standards and criteria 2) Chapter 1 of the code – include, “the value... including diversity” might be added, 3) work with the PSC on the “buff” document which details how the code works. 4) Look at department criteria and encourage departments to add language to their own criteria highlight the value for service to diversity and diversity in the department.

Terry stated that representatives from the PSC would be willing to meet with us. The committee agreed the next step should be us drafting language that the PSC might consider when they meet with us next semester. This will be the focus of the next meeting. Terry will cut and past the relevant language from the Faculty Code for members of this committee so we can all be familiar with the details of the language and the documents we hope to revise. We want to make sure when the PSC representatives meet with us, we know specifically what we want to address. Terry will also find out about the process for suggesting a code change.

Liaison Work:

Mike - Muslim students: Slow start, however they have a calendar of events and he will keep us updated. Rosa Beth – Jewish Student Organization and Pagan Student Group: Nothing to report will continue to reach out. Kim – Black Student Union: They continue the Tues/Thurs. lunch meetings, their party was a success and they continue to have social events. Yoshiko – Hui O Hawaii : Nothing to report. Terry – BGLAD: Members were present, they are working out meeting protocols and having fun social activities. Carrie – Women’s Voices: They are reforming and she will continue to reach out to them. Jean Kim – met with all groups. The VAVA group seems to be doing well, she is on their email tree and is following their activities. Janet - SIRGE: Nothing to report, they are not an official student group. She will keep us updated on their events.

Diversity Planning Task Force:

Jean Kim updated the group on our members and shared our outcomes from our first three meetings. They include: reviewing background resources to build capacity within the group around the publications and what other campuses are doing. We don’t want to try to re-invent the wheel. Each committee member took

a higher education publication and shared how it related to our charges. We will use these documents once we delve deeper into constructing our own plan. We will continue this practice at our next meeting, as well as looking at our stakeholders in this process and outcome.

We have agreed on a framework for building our plan when we meet at our January 12, 2006 retreat. An interim report will be presented President Thomas in February with a final report by the end of the academic year.

The campus climate that was a charge of this committee has been put on hold until the DPTF moves through the development of a strategic plan. A draft of the survey instrument will be presented to the faculty diversity committee, the DPTF and other campus constituencies after the retreat.

Crisis Response Team:

Kim reported that we will wait to bring the document describing our goal and purpose to the next meeting as all of our members have not had a chance to review it yet. We are still hoping to name the effort soon.

Next Meeting:

Language to present to the PSC for consideration

Review of faculty code language

Faculty members are invited to bring guidelines from their departments for reflection as we craft our language to the PSC.

Nomination of staff member for award for diversity efforts.

John Lear is our liaison and is willing to talk with us.

The committee formerly known as Crisis Response Team will present document on our purpose and goal.

Set meeting day and time for next semester