

## Diversity Committee Meeting

<b>Date &amp; Time:</b>	Tuesday, March 22, 2005, 8-9am
<b>Location:</b>	Student Diversity Center
<b>Present:</b>	Terry Beck, Nancy Bristow, Julie Christoph, Marie DeBenedictis, Rosa Beth Gibson, Becca Herman, Priti Joshi, Jim McCullough, Kim Bobby, and Carrie Washburn
<b>Agenda:</b>	<ol style="list-style-type: none"> <li>1. Volunteer Secretary for today' s minutes</li> <li>2. Old Business               <ul style="list-style-type: none"> <li>Sub-Committee Reports:</li> <li>Liaison reports</li> <li>Progress Report from Crisis Response Team meeting March 8</li> </ul> </li> <li>3. New Business               <ul style="list-style-type: none"> <li>Request for Funding</li> </ul> </li> </ol>

Co-chairs Bristow and Christoph **opened the meeting**. DeBenedictis volunteered to take minutes.

**Agenda** issues were suggested as above.

**New Business:** Becca Herman stated that she and Yoshiko Matsui plan to attend the Ncore multicultural conference in New York, and requested that University Diversity Committee members consider using **a portion of our \$500. budget** to support sending them to this conference. This is the first year that the Diversity Committee has a budget for expenditures. A brief discussion followed about the appropriate use of funds allocated to the committee, and members agreed that conference participation is an appropriate expenditure of funds. Committee members voted to provide \$200. from Diversity Committee budget to support sending participants to this conference.

**Old Business: Liaison Reports.** Bristow reported attending a meeting of **First Nations**, and participating in a discussion related to broadening the university' s curriculum to include Native American culture. It is hoped that having a faculty member from Diversity Committee as a liaison to underrepresented student groups allows for this sort of discussion to move beyond initial stages.

Beck reported attending a meeting of **BGLAD** and stated that their members were interested in Diversity Committee' s plans for a Crisis Response Team. Each October the display that celebrates the lives of gay and lesbian people is defaced or tampered with.

Brief discussion followed regarding the **Crisis Response Team' s potential role** in heading off this defacement, and this led to a suggestion by Joshi for an opinion board placed nearby to allow members of the campus community to comment on what is displayed. Committee members recognize that the current set-up of displays on this " dish return wall" does not offer the opportunity for expression, and students/ faculty/ staff need a place

to say what' s on their minds. Then, if there' s a discussion brewing, there will be an opportunity for Diversity Committee' s Crisis Response Team to follow up.

Committee members discussed various options that would allow for expression including a bulletin board, chalk board, white dry erase board. All options have positives and negatives. Herman mentioned that the **Union Board** is in charge of that space and said she would be willing to raise the issue of an opinion board at their **next meeting**. She invited UDC members to attend the meeting on **Friday morning, March 25, 9am** in WSC 201 or 202.

#### **Progress report on Crisis Response Team:**

Members of this subcommittee distributed a **draft** of their work from their meeting on March 8 and beyond. They also distributed a copy of a pamphlet from Indiana University which they used as a resource. (Coincidentally, Yoshiko Matsui is attending an out of state conference and met one of the people who authored this pamphlet.) Members of the subcommittee reported that our planned response team will have more of an **educational function** than that of Indiana U., less integrated into formal procedures. It is anticipated that there will be opportunities for campus community members to approach crisis response team to ask for their involvement, but **how the team becomes involved**, the meeting point between crisis response team and other offices on campus **still needs to be determined**. Language was left intentionally vague.

#### **Discussion** included the following points:

- concern about the team developing a judicial role
- concern about frivolous use of the team
- steps before approaching crisis response team, e.g. talk to advisor.
- role of the team potentially to listen, know resources, next steps for an aggrieved person or group to follow
- role of the team to prompt discussion across campus
- question about student use of Integrity Board
- role of team to listen to and provide a forum for the friends and affinity group of an aggrieved party
- team not called upon for isolated incidents, but for repeated offenses
- call on crisis response team so that otherwise invisible students will not take on the burden of speaking up on a particular issue

Washburn asked what the anticipated timeline is for the updated campus harassment policy. Gibson replied that she is currently having meetings with Kris Bartanen about this, and she will bring the crisis response team item into that discussion as a part of finalizing campus policy and procedure.

Meeting adjourned at 9:00am.

Respectfully submitted,  
Marie DeBenedictis