

Minutes of the University Diversity Committee

Friday, April 16, 2004

Committee Members Present: Devon Biggerstaff, Julie Christoph, Marie DeBenedictis, Rosa Beth Gibson, David Macey (Chair), Blaire Notrica, David Scott, Carrie Washburn

Chair David Macey called the meeting to order at 3:35 p.m.

The Committee began by reviewing the minutes of the meeting of April 9, 2004.

- The minutes were unanimously approved by the Committee.

Marie DeBenedictis reported to the Committee on the success of the “Perspectives on Mobility” program that she and Jacki Pearce-Droge organized on Friday, April ninth.

- Ten students and one staff member participated in this program.
- Eight participants spent the afternoon navigating the campus in wheelchairs, and four spent the afternoon using forearm crutches.
- Students from the School of Physical Therapy provided participants with an orientation, and the program concluded with a debriefing session and discussion in the Trimble Forum attended by between thirty-five and forty people.
- Participants became conscious over the course of the afternoon of the many physical, structural, and psychological challenges involved in studying and transacting business on campus in a wheelchair or on crutches.
- Participants were able to encounter both the invisibility and the hypervisibility experienced by individuals with disabilities that involve limitations on mobility.
- Participants expressed strong interest in putting together a similar program next year.
- The “Perspectives on Mobility” program was sponsored by Diversity Theme Year, the School of Occupational Therapy, the School of Physical Therapy, and the Community Involvement and Action Center.

The Committee next turned its attention to the draft of its Year-End Report to the Faculty Senate.

- Committee members agreed that the “Perspectives on Mobility” program should figure prominently in the description of its response to the third of its Charges for 2003-04 (“Work with appropriate offices and governing bodies to monitor and support disability/difference as an aspect of diversity”).
- The Committee also agreed that the University’s participation in the South Puget Sound Higher Education Diversity Partnership should be discussed in the account of its response to the sixth of its Charges for 2003-04 (“Consider ways in which to promote interaction between the campus and the Tacoma community and to build stronger relationships with other campuses in the area, partly to combat the isolation felt by students of color and aid in retention, and partly to assist in recruitment of local students and staff”).
 - Student Diversity Center Co-Coordinator Blaire Notrica, Associate Director for Student Services Yoshiko Matsui, Associate Dean for Student Services Houston Dougharty, and President Ron Thomas all participated in the Partnership’s conference on “Strengthening Campus Connections” on Friday, February 20, 2004, on the campus of Pacific Lutheran University.

The Committee then turned its attention to a discussion of its Proposed Charges for the 2004-2005 Diversity Committee.

- The Committee agreed that its Proposed Charges should include a mandate for the 2004-2005 to promote awareness of the new Campus Policy Prohibiting Harassment, currently under review by the ASUPS Senate, the Staff Senate, and the Faculty Senate.
- The Committee also agreed to include in its Proposed Charges for 2004-2005 a mandate for next year's committee to explore the possibility either of sending delegates to a national conference addressing campus diversity issues or of helping to organize a regional conference for smaller private institutions in the Pacific Northwest.
- The Committee agreed that its Proposed Charges should instruct next year's Committee to continue pursuing the institutionalization of a survey of staff and faculty attitudes toward and experiences of diversity on campus.
 - Devon Biggerstaff, Julie Christoph, and David Macey will meet during the week of April nineteenth with Randy Nelson, Director of Institutional Research, to lay the groundwork for this effort.
- Finally, the Committee agreed to include in its Year-End Report a recommendation that the Faculty Senate request a budget of \$500.00 for the University Diversity Committee, to support the Committee's educational outreach and assessment efforts.

David Macey agreed to update the Committee's Year-End Report and Proposed Charges for 2004-2005, incorporating the Committee's recommendations, proposals, and charges, and to e-mail copies of the revised Report and Charges to the members of the Committee .

The Committee concluded its deliberations by passing the following motion:

Resolution Honoring 2003-2004 Diversity Committee Chair J. David Macey, Jr., Ph.D.

- *Whereas, Dr. J. David Macey, Jr., has served as an exemplary chair of the Diversity Committee, preparing agendas, facilitating discussions, and preparing reports; and*
- *Whereas, Dr. Macey has communicated frequently and regularly with committee members between meetings, helping us to prepare for meetings and informing us of events and programs of potential interest to us; and*
- *Whereas, Dr. Macey has facilitated conversations about diversity with a wide range of faculty members, staff members, and students, frequently in response to critical incidents; and*
- *Whereas, Dr. Macey's leadership and collegiality is always characterized as thoughtful, inclusive, respectful, and caring;*
- *Now, therefore, be it resolved that: The 2003-2004 members of the Diversity Committee of the University of Puget Sound hereby acknowledge and celebrate the many contributions made by Dr. Macey.*

David Macey thanked the Committee for its resolution and, on behalf of the Committee, expressed thanks to the Student Diversity Center for hosting the Committee's meetings throughout the 2003-2004 academic year.

The Committee adjourned at 4:30 p.m.

Respectfully submitted,
J. David Macey, Jr.