

## **Minutes of the University Diversity Committee meeting October 17, 2003**

**Present:** Margi Nowak, Marie DeBenedictis, Blaire Notrica, Carrie Washburn, Kris Bartanen, Julie Christoph, David Macey, Mikiko Ludden. Guests: Yoshiko Matsui, Allison Mizushima, Leiana Jagolino.

David Macey called the meeting to order at 3:30 p.m. at the Student Diversity Center.

The minutes of the October 10 meeting were approved with one correction.

Macey announced that the Tacoma Urban League Annual Banquet will take place on October 29 and referenced the October 16 email message from Rosa Beth Gibson inviting interested members of this committee on a first come first served basis.

Macey reported that Kim Bobby was unable to attend today's meeting, but she recommended a coaching and consulting group White Men as Full Diversity Partners, located on the web at [www.whitemenanddiversity.com](http://www.whitemenanddiversity.com). (Please note: the web address given during the meeting, [www.wmfdp.com](http://www.wmfdp.com), did not produce the anticipated site.)

Agenda item: Update on the Conversation about Stereotypes begun on October 6. Macey stated that a meeting with President Thomas took place on Monday, October 13, in which President Thomas primarily listened. He mentioned the Race & Pedagogy gathering on Wednesday, October 15, where another discussion on this topic took place. He provided committee members with a list of proposals, compiled by Dexter Gordon, for making UPS a more inclusive environment. Three of these proposals (#s 4,5,& 6) deal directly with the mission of this committee.

Proposal #4 ("Have the Diversity Committee re-present ...the 1990 comprehensive document regarding diversity.") Kris Bartanen and Carrie Washburn remember this document. Carrie Washburn may have a copy of it. Ms. Washburn stated that Susan Pierce reviewed and made some changes to the document, but the Board of Trustees never approved it. Macey suggested that the document could be a template for our thinking, a reference point for us. Carrie Washburn will bring the document to our next meeting if possible.

Proposal #5 (Diversity Committee should work on the issue of benchmarks for recruitment and retention,...) Members discussed making Proposal #5, setting benchmarks an item of our future meetings.

-Discuss how to arrive at certain numbers.

-What percent of current faculty and staff are people of color? Randy Nelson may have this year's breakdown. David Macey will invite him to come to our meeting and explain his findings.

-Rosa Beth Gibson will be asked what she has to add.

-Julie Christoph wondered when benchmarks would go into effect.

-We have the responsibility to compile current figures and suggest target numbers and dates.

Proposal #6 (Have the Diversity Committee invite and talk with a representative of the Pride Foundation about problems faced by gay and lesbian college students...) The Seattle area Pride Foundation is known as one of the most dynamic and proactive in the country. As part of their current mission, Pierce County is an area where more resources and attention are being concentrated.

-The Southern Poverty Law Center was mentioned as another choice.

Carrie Washburn: "We're looking for people who can talk about the effects of homophobia on campus."

Yoshiko Matsui suggested we look within our own organization for people with expertise on this issue. She stated that she and Houston Dougherty went to the same graduate school and his thesis topic was LGBT Safe Zones.

-Blaire Notrica has also published an article on LGBT issues.  
Gather names and documents related to Proposal #6 and bring them to our next meeting.

Next agenda item was a discussion with Yoshiko Matsui and Student Diversity Center Coordinators.

Yoshiko had not been given a copy of the charges of this committee and was given a copy to read.

Blaire Notrica noted that one of the charges of UDC, creating unity among diverse groups, is met by having the UDC meet in the Student Diversity Center. By doing so, we are supporting the Diversity message.

There are 12 student organizations that meet at the Student Diversity Center. Yoshiko, Blaire, and Leiana described the various groups. A few are closed to non-group members, but most are open. Some may benefit from having more advisor support. Blaire will forward a meeting schedule including notations on which groups are closed and which groups need more support. To apply for group status at the Student Diversity Center, candidates submit an application subject to open review. Bylaws are available at their website.  
Usual hours for the Center to be open are noon to 9pm, Monday through Friday.

In addition to the various activities occurring at the Student Diversity Center, Lieana Jagolino and Yoshiko gave a verbal list of upcoming events celebrating this year's Diversity Theme: Turning the Mirror: Reflections on Inclusion and Exclusion.  
Below is a partial list.

Oct 22 Showing of video "On the Road to Brown"

Oct 24 Opening of play "Iphigenia at Aulis" Norton Clapp Theater.

Nov 5-8 "Laramie Project" performed at Rausch Auditorium

Nov 24 Lecture Judy Yung, historian on the issue of Chinese immigrants to this country and author of Unbound Feet

Agenda item: Update on Subcommittees

David will connect with his subcommittee on how to get the word out on the Diversity Statement. Kris Bartanen said that the Campus Harassment Policy was on the cabinet meeting agenda, but the meeting got cancelled.

The question was raised proposing that some of our meeting weeks might be used for Subcommittee meetings. Given the limited number of meetings left this semester, and the expectation that discussing/setting benchmarks will take more than one meeting, it appeared that subcommittees would meet on their own and report back to the full group.

Yoshiko returned to a previous topic and stated that the Diversity Center groups needing more support from faculty include: APASU, MiRaGe, & CHiSPA.

Kris Bartanen said that in a discussion during a retreat this past summer it was noted that visitors to this campus give us high scores on diversity issues when compared with other schools. What contributes to this perception? One idea is that an organization like BGLAD has had consistent advisors over time, leading to a feeling of strong support on campus. Participants of organizations with less consistent advisors may feel less supported. David wondered if we could compile similar data about the climate for diversity for those on campus. Student Voices, student comments are being compiled.

David Macey moved to adjourn the meeting at 4:15 pm.

Respectfully submitted,  
Marie DeBenedictis

