

## **Diversity Committee Minutes November 7, 2003**

**Present:** Kris Bartanen, Devon Biggerstaff, Kim Bobby, Carlo Bonvera, Jane Brazell, Julie Christoph, Marie DeBenedictis, Rosa Beth Gibson, David Macey (chair), Blaire Notrica, Margi Nowak, David Scott, David Sousa

**Guests:** Randy Nelson, Jessica Humann, Yoshiko Matsui, Allison Mizushima

David Macey called the meeting to order at 3:05 in the Student Diversity Center.

The minutes of October 17 were approved.

### **Announcements:**

- Invitation from Bev Smith to Diversity Committee members to participate in the January 2004 Professional Development Conference – perhaps by discussing diversity-related issues. Rosa Beth Gibson suggested that this opportunity might be used to facilitate discussion of the Diversity Statement
- Report on meeting with Admissions (Blaire Notrica & David Macey) concerning the *Viewbook* – with this further question: how could the Diversity Statement be foregrounded in this book? Two-part answer: (1) relate the UPS environment to the richness and diversity of the Tacoma community and (2) acknowledge the good work of the Student Diversity Center
- Call for proposals (11/14/03 deadline): South Puget Sound Higher Education Partnership, Student Voices Informing Strategies for Diversity, Friday, February 20, 2004, Pacific Lutheran University Campus <http://www.ups.edu/dsa/spshedp/call%20for%20programs%2004.doc>
- Communication Studies Colloquium: Lynching Photography (11/07/03, 4:00 p.m.)
- *The Laramie Project* (11/07/2003, 5:00 p.m.; 11/08/03, 7:00 p.m. (interpreted for Deaf or hard-of-hearing persons))
- Kris Bartanen & Yoshiko Matsui: diversity listserv
- Marie DeBenedictis: suggestion: add part of the Diversity Statement to the signature in emails from the diversity Committee

### **Major Discussion: Benchmarks for Recruitment of Students, Staff, and Faculty of Color**

- Antecedent: the May 1990 Report of the University Diversity Committee: Susan Pierce reviewed and made some changes to this document but the Board of Trustees has never approved it
- Rosa Beth Gibson: the Diversity Report put out annually, after the October payroll, by Human Resources provides a “snapshot” of a point in time (compared with Randy Nelson’s longitudinal data)
- Examination of Randy Nelson’s 22-page prepared report – Information on Diversity at Puget Sound provided to the Diversity Committee by the Office of Institutional Research, November, 2003

This report includes the following tables:

1. **Ethnic Minority Students at Puget Sound** – 1976-2002 biannual report (using the 4 US Census category labels Asian, Hispanic, African-American and Native American)
2. **Undergraduate Ethnicity at Comparison Institutions** – Fall 2002 (comparing UPS with Northwest Peers, National Peers, Next Step, and Premier Institutions, with endowment being a major factor allowing for greater ethnic minority representation)
3. **Faculty Ethnicity at Puget Sound** – 1993-2001 biannual report (using the category labels White, Asian, Black, Hispanic, Native American and International)
4. **Faculty Ethnicity at Comparison Institutions** – Fall 2001 (comparing UPS with Northwest Peers, National Peers, Next Step, and Premier Institutions)
5. **Staff Ethnicity at Puget Sound** – 1993-2001 biannual report (using the category labels White, Asian, Black, Hispanic, Native American and International)

6. **Staff Ethnicity at Comparison Institutions** – Fall 2001 (comparing UPS with Northwest Peers, National Peers, Next Step, and Premier Institutions)
7. **Term-by-Term Retention Histories of Entering Freshman Black Students, Fall Terms** – 1994-2001 annual report
8. **Term-by-Term Retention Histories of Entering Freshman Native American Students, Fall Terms** – 1994-2001 annual report
9. **Term-by-Term Retention Histories of Entering Freshman Asian Students, Fall Terms** – 1994-2001 annual report
10. **Term-by-Term Retention Histories of Entering Freshman Hispanic Students, Fall Terms** – 1994-2001 annual report
11. **Term-by-Term Retention Histories of Entering Freshman Total Minority Students, Fall Terms** – 1994-2001 annual report
12. **Term-by-Term Retention Histories of Entering Freshman Caucasian Students, Fall Terms** – 1994-2001 annual report
13. **Term-by-Term Retention Histories of Entering Freshman Foreign Students, Fall Terms** – 1994-2001 annual report
14. **Term-by-Term Retention Histories of Entering Freshman, Fall Terms** – 1994-2001 annual report
15. **Academic First Majors of Undergraduates by Ethnicity (and Gender), Fall, Tenth Day** – 2003 report, with category labels African-American, American Indian, Asian/Pacific Islander, Caucasian, Foreign National, Hispanic, Others and Unknown, All Students
16. **Results of the Student Voice Survey** (6 pages of tabulated responses to questions regarding campus environment, understanding of diverse people, target of discriminatory behavior, barriers to progress in supporting diversity)
17. **Bachelor Degree Recipients by Ethnic Self-Identification** (1998-99, 1999-2000, 2000-01, 2001-02, 2002-03 reports, using the category labels Black, non-Hispanic; American, Alaskan Native; Asian, Pacific Islander; Hispanic; Non-Resident Alien; Caucasian; Unknown, with the admission that, since ethnic self-identification is not mandatory, full reporting is impossible)
18. **Senior Survey: Climate for Minority Students** 1993-2002 annual report
19. **Senior Survey: Campus Ethnic Diversity** 1993-2002 annual report
20. **Alumni Survey: Capacity to Relate to Diverse People** 1989; 1992-1997 annual report – minus 1996

Comments prompted by the report:

- What do we want to achieve? Given our baseline, what might be reasonable goals?
- How do we go about trying to achieve this?
- When do we want to produce these results?

David Sousa volunteered to participate in helping “digest” all this data

David Macey will request from Terry Cooney permission to download and view this report online (where color will make it much easier to track various groups’ proportions on tables that, in hard copy, only print out in black, white, and barely distinguishable shades of gray)

The meeting adjourned at 4:00

Respectfully submitted,

Margi Nowak