

Diversity Committee Meeting  
April 4, 2011

Present: Kim Bobby, Lynnette Claire, Lisa Ferrari, Pepa Lago, Susan Owen, Czarina Ramsay, Michel Rocchi, Amy Ryken

1. Announcements

- a. Call to Order – Amy called the meeting to order at noon.
- b. Faculty Narratives – Kim has not received any faculty narratives yet. Committee members need to follow up with the people they asked to contribute. Please ask your colleagues to let you know when they send their narratives to Kim. The narratives can be broader than the samples, which focused on classroom spotlighting, and may include narratives about the broad themes of diversity and inclusion.
- c. LBGTA Scholarship – Our committee was asked to have a representative on the scholarship committee. Amy will do this.
- d. Challenges of Undocumented Students – There will be a talk tonight at 6pm by Robin Jacobson and Sally Springer in Trimble Forum.
- e. Spanish Matters Colloquium – The draft program was sent to committee earlier. It is free and open to the public. Many of the sessions (particularly student presentations) are in Spanish. There is good content, music and food.
- f. Diversity Learning Environment Survey – The university is administering four major surveys right now, one of which is about diversity. So far, the response rate is 5%. Please talk to colleagues about talking to their students: Encourage them to respond. The survey was sent to sophomores and juniors. If you have ideas about incentives, let Randy Thornton know. This is a mid-way survey between the 2006 and 2011-12 surveys of campus climate.
- g. The freshman language and culture, and language houses are having fundraisers for Japan (\$1 cupcakes in Wheelock right now!). Contributions can go to Michel. All Japan Week activities this week will have opportunities to donate.

2. Student Narratives

One of the narratives related to the Luau. Kim reported that the luau is a high impact event for students that is related to diversity. She suggested that we try to pull lessons from this institution. The committee discussed the importance of peer interaction. The committee also discussed whether students make the connection between modern and traditional culture.

3. Approval of Minutes

The minutes from the previous meeting were approved with small changes.

4. Faculty Hiring and Retention

Amy outlined our options regarding this topic: do nothing, suggest goals to work towards, conduct more interviews/focus groups, create a process for self-identification, and raise questions about practices. The committee ruled out the “do

nothing” option as it conflicts with charge #2 from the Senate. The new faculty orientation (part II) seems to help with the charge regarding supporting faculty.

The committee discussed the need for research and information in terms of faculty hiring and retention, both on our campus and in terms of similar institutions. Two resources will be sent to committee members: Czarina will share her graduate research from the University of Vermont on women and people of color, and Kim will share *Diversifying the Faculty*, a small book that takes a proactive approach to diversity. To gather information on our campus, the committee discussed conducting focus groups with people with a diversity of viewpoints (not necessarily all in the same focus group). It would be important for the focus group facilitator to be someone who can gather accurate information.

The committee asked if the dean has a process or approach to hiring and diversity. Kim will talk with Dean Bartanan and report back.

5. End of Year Report to Senate  
Amy will create a draft report for the next meeting on Monday, April 18<sup>th</sup>.
6. Adjournment  
Amy adjourned the meeting at 12:54pm.

Respectfully submitted,  
Lynnette Claire