

Committee on Diversity (COD) Minutes

September 30, 2013

Committee members in attendance: Amy Ryken (Chair), Michael Benitez, Aislinn Melchior, Heidi Orloff, Czarina Ramsay, Hannah Smith (student representative), Jennifer Utrata, Mike Valentine, and Carolyn Weisz.

Meeting called to order by Amy Ryken at 3:00 pm.

M/S/P The meeting minutes of 09/16/13 were approved.

Discussion ensued concerning the BHERT/COD relationship and the composition and role of BHERT on campus. An overview was provided for new members.

*Some members discussed a general need to clarify expectations surrounding BHERT, while others pointed out its connections to a new diversity strategic plan being developed.

*Discussion of the Standing Charge concerning the BHERT/COD relationship were discussed in detail, and members made suggestions for further clarifying the language in the charges. Charge: “6. To activate annually a group of faculty, staff and students that will review aggregate data about patterns of bias and hate in our campus community with the purpose of creating educational opportunities for reflection and dialogue.” (<http://www.pugetsound.edu/about/diversity-at-puget-sound/diversity-programs--resources/bias-hate-education-bert/>). In particular the committee considered the meaning of “activate” since BHERT is an established committee in addition to discussing what the focus of educational opportunities might be, such as educating campus community members about persistent patterns in the data. Any change to the wording of the bylaws requires a faculty vote.

*In discussing the composition of BHERT’s current membership, COD members discussed the time commitments of BHERT members because of their institutional roles and the challenges of planning education opportunities given busy schedules. Some pointed to the usefulness of having people in various institutional roles across the campus involved in BHERT. Members also offered feedback on the nuances of BHERT’s composition, such as including a representative from Dining Services and possibly including students at some point in the future.

*Besides collecting data and monitoring patterns, there was discussion of fostering greater awareness of incidents of bias on campus, including recent incidents of gender bias. In discussing the educational goals of BHERT, COD members highlighted that BHERT is not solely responsible for campus educational efforts related to incidents of bias and hate. Members discussed the importance of a collaborative model for the planning of educational opportunities. Discussion continued regarding peer-to-peer education, involvement of the Greek community, and other related issues.

*Members discussed the overall goal of making BHERT more visible on campus. They offered suggestions on how BHERT might provide a safe space for discussions as well as collaborating with other groups on campus.

Discussion of BHERT took up most of the meeting time. During the last few minutes of the meeting, members began sharing feedback on the proposed Knowledge, Identity and Power Overlay Requirement, offering perspectives gained after the COD's presentation of the rubric to the faculty community. Due to time limitations, further discussion was postponed until the next meeting to be held on October 14, 2013.

The meeting was adjourned at 4:05 pm.

Respectfully Submitted by Jennifer Utrata