

Committee on Diversity
Minutes
September 11, 2014

Committee members in attendance: Michael Benitez, Chad Gunderson; Aislinn Melchior; Heidi A Orloff; Czarina E Ramsay; Oriel Siu; George S Tomlin; Carolyn Weisz; and student member Nakisha R Jones

The Senate liaison Judith Kay called the meeting to order at 4:03pm.

She noted that the faculty senate has 30 days from the posting of the committee's minutes on line to challenge any of the committee's actions. Thus it is important to make sure that minutes are produced, approved, and submitted promptly.

She then announced the committee's charges (appended at the end of the minutes) which are subject to revision by the Faculty Senate when it meets again on September 22nd.

The first charge of all committees is to reexamine the committee's bylaws. Is the size of the committee appropriate for accomplishing its work? Did any of the work handled by the committee during the previous year appear superfluous?

It has been customary for members of the CoD to sit on BHERT (Bias-Hate Education Response Team) and DAC (Diversity Action Committee). Michael Benitez is currently working to form four DAC sub committees to tackle the Diversity Strategic Plan (DSP) this year: Each working group will be assigned to one of the DSP goals. The first group is a Diversity Strategic Planning Team which will focus on goal one: recruitment and retention of diverse faculty, staff and students. The second group will focus on cultivating the campus climate and tending issues raised by the campus climate survey (CC), Title IX questions on CC, the implementation of KNOW, etc. The third group will focus on community outreach (and coordination with local businesses will fall under their umbrella), and the last group will be concerned with alumni outreach.

Michael suggested, given this new organization, that instead of having two DoC members on BHERT and one on DAC that instead one member sit on BHERT, and two sit on DAC for 2014-15 academic year during which DAC works on the development of the next Diversity Strategic Plan.

Another charge handed down by the senate was to engage with the newly constituted Sexual and Gender Violence Committee which is comprised of 14 members with two faculty members: one to be from DoC and one from the Student Life Committee.

Other charges included doing a macro-analysis of the KNOW courses approved in the spring in order to make suggestions to the faculty and deans about course coverage in terms of disciplines and level.

After the senior faculty available to chair the CoD were discussed, George Tomlin was unanimously elected chair of the committee by the members present. It was felt by those attending that George is thoughtful, well spoken, and has a wide institutional knowledge. We have already benefited from these qualities in him as a committee member and we believe that he will be an excellent chair. Everyone who spoke was also unanimous in their appreciation of Amy Ryken's leadership during the previous – and sometimes tumultuous – academic year.

Other liaisons and CoD members who will sit on other committees were also decided during the inaugural meeting (in partial fulfillment of charge number 6).

Chair of CoD: George Tomlin
BHERT: Mike Valentine
SGVC: Aislinn Melchior
DAC: Chad Gunderson and Carolyn Weisz

The meeting was adjourned at 5:05.

Respectfully submitted by Aislinn Melchior.

**CHARGES APPENDED (SUBJECT TO REVIEW AND REVISION BY THE
FACULTY SENATE ON SEPTEMBER 22, 2014)**

Self- Charges for Committee on Diversity 2014-2015

1. Collaborate with the Curriculum Committee to consider strategies for supporting and reviewing department responses to Question 6;
2. Support implementation of the Knowledge, Identity, and Power (KNOW) proposal;
3. Host discussions about student letters that speak to classroom and campus climate;

4. Review hiring and retention data by gender, race/ethnicity, and their intersections, and work with the Academic Vice President and Dean of Diversity and Inclusion/Chief Diversity Officer to obtain data on subcategories of faculty of color (e.g., disaggregating by race and international affiliation);
5. Continue to collaborate with the Chief Diversity Officer in the development of the sexual assault committee structure and accessibility of HRO's; and
6. Support the 2014 Race and Pedagogy National Conference.

Draft of Faculty Senate Revision of COD Charges. August 28, 2014/jwk

1. Review department responses to Question 6 written during five-year curriculum assessment (available from Curriculum Committee) to evaluate how well the new language elicits helpful information. Propose revisions to Question 6 if warranted;
2. After the Curriculum Committee has completed its review of KNOW course proposals by spring break, by the end of spring semester provide a meta-analysis of distribution of courses among departments, disciplines, and core courses and provide report to the Faculty Senate and Curriculum Committee. If there appears to be an insufficiency of KNOW courses based on the target goal for the first year, informally encourage colleagues to submit KNOW proposals in collaboration with the Associate Deans;
3. Make recommendations to support better the work of the diversity liaison for hiring based on solicited feedback (e.g., focus groups, a survey, from departments, and diversity liaison reports, and interviewing faculty from the global majority about their hiring and retention experiences);
4. Review hiring and retention data by gender, race/ethnicity, and their intersections, and work with the Academic Vice President and Dean of Diversity and Inclusion/Chief Diversity Officer to obtain data on subcategories of faculty of color (e.g., disaggregating by race and international affiliation);
5. Assess the viability of expanding the number of faculty HROs (Harassment Reporting Officers) and make a recommendation to the Faculty Senate;
6. Appoint a committee member to serve on the Bias Hate Educational Response Team (BHERT); two committee members to the Diversity Advisory Council (DAC); and a committee member to serve on the Sexual and Gender Violence Committee (SGVC) and to report back to the full CoD on the progress of these groups; and
7. With respect to the work of the committee during 2014-15, indicate in your end of year report whether the size of the committee was appropriate and identify any committee work that seemed superfluous.

The COD is encouraged to undertake the following as part of its standing bylaw charge #5.

- Host discussions about student letters that speak to classroom and campus climate.

The COD is encouraged to undertake the following as part of its standing bylaw charge #2.

- Support the 2014 Race and Pedagogy National Conference.