

Committee on Diversity Minutes
April 8, 2015

Committee members in attendance: Chad Gunderson, George S Tomlin, Oriel Siu, Carolyn Weisz

Meeting called to order by Chair, George Tomlin at 8:05 am.

Minutes from March 25, 2015 approved with minor revisions. Minutes from the previous meeting are pending.

Liaison and sub-committee reports:

KNOW. Although Aislin was not present, she had sent George a report about the KNOW core indicating that she had been in communication with Sara Freeman (CC Chair) about getting access to the CC Soundnet site for sharing working information about KNOW proposals.

SGVC. She also indicated that she and Nakisha Renee had attended the SGVC meeting. The SGVC is making progress toward writing the policy and is hoping to communicate information about their progress to students and student leaders before the end of the term and to Trustees in October. The goal is to rewrite the current policy into a form that is more comprehensible and less alienating to students who consult online information, and to identify any desired changes to the policy.

Diversity Liaison Materials. Michael will forward relevant materials and Oriel and Carolyn will review these and report suggestions to the COD at the next meeting. George read a note from Michael, who was currently attending a conference at Davidson, that some institutions use a model where there is a person (e.g., called a “faculty equity advisor to the search”) who must come from outside the department and must be trained. The committee recalled that discussion from the COD meeting of November 20, 2014, had identified issues to be clarified/articulated such as how liaisons are chosen and trained, who can serve as a liaison, and their role in searches.

Question 6 of Departmental Reviews. A question was raised about what value will come from reviewing responses given that the wording of the question has recently changed. Carolyn will try to read through the reports by the next COD meeting with some sense of next steps.

Discussion of Charge 3 regarding faculty hiring. George shared information provided by Kris about the status of recent and current searches. A question was raised about whether information about the pools was also being tracked. COD members discussed how information is collected and stored over time. A suggestion was made for information to be collected in the same way each year by the CDO’s office and shared in a report to the COD. There was interest in keeping track of disaggregated data (by race/ethnicity and gender).

A brief conversation was begun about the memo from the PSC regarding freedom of expression. Discussion called attention to the distinction between harm (e.g., discomfort, wounding, lack of safety) experienced by members of systemically advantaged versus disadvantaged groups.

Meeting adjourned at 8:55 am

Respectfully submitted by Carolyn Weisz