

## **Diversity Committee Minutes January 30, 1998**

**Attending:** Michele Birnbaum, Peggy Firman, Rosa Beth Gibson, Chuck Hommel, Judith Kay, Pat Krueger, John Lear, George Mills, Pedro Renteria, Ben Reuler, Carrie Washburn, Carolyn Weisz

Carolyn Weisz convened the meeting at 4:00 pm. Minutes of 12/8/97 meeting approved.

Announcements:

Weisz said George Guilmet could not be present for this meeting. At Guilmet's request, Weisz suggested that Guilmet continue the semester as a regular FDC member, but not as a co-chair. The committee approved the request.

Ben Reuler informed the Committee that the Student Diversity Center was hosting a forum on the politics of interracial dating, moderated by Michele Birnbaum, in the Murray Boardroom, Feb. 13, 5-6:30, first in their lecture series this semester.

Carrie Washburn reported on the AACU conference, and passed around diversity materials, including a bookmark listing a national diversity website.

Rosabeth Gibson thanked the Black Student Union and the Student Activities Center for the successful Martin Luther King celebration in Kilworth Chapel. Reuler volunteered to draft a letter of thanks to those organizations on behalf of the Diversity Committee.

Pat Krueger reminded the Committee of the series of multicultural events this semester, including the performance of a Native American jazz group.

Judith Kay announced 1) that the administration would be submitting a grant proposal to the Hewlett Foundation requesting development of the university's theme year to include religion, globalization, and democracy, and class issues in higher education. 2) the public school superintendent has agreed to extend the Access to College Program for two years but the university will not be hiring anyone to replace Freeda Savage; the money from her salary will be used elsewhere. 3) the Student Dean's Office is reorganizing to include a new Department of Diversity and Community, with Jim Davis, the university chaplain, as the administrator of the Student Diversity Center.

Carolyn Weisz discussed the conclusions of the NCBI (National Coalition Building Institute) program report. Pedro Renteria asked for a summary of the conclusions, and Weisz said the report suggested involving more student leaders in the training, but those who responded indicated general satisfaction with the program. Kay said the program was "cost-effective."

Weisz then discussed the Faculty Senate rejection of the Committee proposal for changes to B.1 of the Faculty By-Laws because of privacy issues and because the Senate felt a faculty committee should not solicit administrative reports. The Senate did not revisit the issue of the Diversity Committee compiling information on the status of recruitment and retention of students and faculty of color. Kay suggested revision of the language in the code to refer to "available" reports, but that too was defeated by the Senate. Kay also indicated that the By-Law language has shifted from "mission" to "intent" to diversify in the opening paragraph(H.b.1). Discussion on code language continued until Washburn suggested the Committee simply drop the report altogether and this was seconded and passed by the Committee.

Committee members volunteered for subcommittee appointments and agreed on meeting dates for discussion of written drafts of subcommittee reports to full Diversity Committee:

2/27/98: Full Committee meeting for presentation by Subcommittee on Definitions of Diversity & Multiculturalism: Peggy (convener), Judith, Chuck, John, George, Carrie.

3/13/98: No full Committee meeting; subcommittees meet independently.

3/27/98: Full Committee meeting by Subcommittee on Models of Diversity at Other Institutions:  
Michele(convener), Carolyn, Ben, Kevin, Pat, Pedro

4/10/98: Full meeting on pragmatic issues at UPS, including external funding, which Rosabeth Gibson will discuss. Committee will work on final document combining subcommittee reports.

4/24/98: Full meeting to continue work on final document.

Meeting adjourned at 4:59 PM.

Minutes respectfully submitted,

Michele Birnbaum