

MINUTES OF THE PRESIDENT'S COMMITTEE ON DIVERSITY

February 14, 2014 1:30 - 3:00 p.m.

604 Cohodas Hall

MEMBERS: Red lettering indicates member attended meeting

Shirley Brozzo, Assoc. Director, MERC

Brian Cloyd, Steelcase, Inc.

Jill Compton, Internal Auditor

Dominic Davis, Peter White Public Library

Michael Flores, Student

Joshua Garnett, Student
Art and Design

Rachel Harris, Director, Ctr. for Student Enrichment
Professor, Native American

Martha Haynes, Vice President for Advancement

Daniel Konku, Assoc. Professor, College of
Business

American Way

Janet Koski, EEO/HR Specialist/HR Generalist
International Programs

Lesley Larkin, Assistant Professor, English (Chair)
Professor Academic

April Lindala, Director, Ctr. for Native American Studies

Dan Lee

Amer Masoor, Student

Mike Martin, Lutheran Social Services/Voices
for Youth

Susan Morgan, Coordinator, International
Programs

Troy Morris, Student

Don Peterman, Crime Prev/Com Pol Spec.
Public Safety/
Police Services

Shravan Rajagopal, Asst. Professor,

Martin Reinhardt, Asst.

Studies

Kevin Stulz, Associate Director, Admissions

Rebecca Thompson, People for the

Tony Tollefson, Coordinator,

Sara Jane Tompkins, Associate

Information Services

Shuang Xie, Assistant Professor, CAPS

1. Call to order (Lesley)

2. Roll call Brian Cloyd (via phone conference call), Jill Compton, Michael Flores, Joshua Garnett, Rachel Harris, Janet Koski, Lesley Larkin, Troy Morris, Shravan Rajagopal, Martin Reinhardt, Kevin Stulz, Tony Tollefson, Sara Jane Tompkins.

3. Approval of agenda and minutes for 2-17-14

3.1 Approval of agenda

Martin, Tony approved.

3.2 Approval of minutes from 1-17-2014

Jill, Troy approved.

4. Reports/Current Business (Lesley)

4.1 Branding and Promotion Subcommittee (Tony)

Cindy in process of completing and getting approval.

Realize it will need reviews and updates to keep it user friendly and current.

4.2 Budget (Rachel)

Received one more request which was approved - \$1000.00 for the Pow Wow.

Most of money is now gone - have sponsored Social Justice "An Evening of Class," "Outlook

Conference" and the "Pow Wow" so \$200.00 remaining.

4.3 Bylaws (Jill)

Charge of the committee to provide diversity programs through various means including surveys. Survey committee has done three drafts with emphasis on diversity. Jill will meet with President Haynes on Monday so would like to get some feedback from this committee. A lengthy discussion ensued regarding changing wording as to whether an action, advisory or ad hoc committee, if staff should be included, if possible to accomplish goals without additional human capital and financial resources, and should there be an officer overseeing this mission? Some departments are already engaged in these efforts. All diversity efforts should be gathered and placed on web site.

4.4 Curriculum (Sara)

Have not met recently. World cultures is a graduation requirement but not part of the

general education requirement. Conclusion is that domestic diversity course should be

included in the general education requirement.

4.5 Programming (Shirley absent) Lesley

Black History Month: Lesley announced there was a film series (3 films at 11:30 in the Whitman Commons).

The Indigenous Earth Summit: Friday, February 21st from 10-4 in Whitman Commons.

Can register on-line.

Winona Duke: She will do the keynote and will reference the "Keystone Pipeline" and

"Great Lakes Mining" from an indigenous perspective.

Diversity Common Reader Program: Approximately 85 students attended the kick-off event.

If students interested can see Lesley for a book or also at MERC. Sara out of books and needs more.

Erich Ottem will speak on "Biology and Sex" on Tuesday at 4:00 in Mead Auditorium.

IO Tillet: March 24th (Shravan)

Will speak at 7p.m. in A&D - Room 165.

One slot open at 10:00 a.m. for a class visitation.

Poster will be out soon.

Photo shoot of LGBTQ students, faculty and staff at 3:00 in U.C.

Sign up at MERC

Photos will be in student art gallery in U.C. with their permission,

Women for Women: (Lesley)

Self-acceptance walk on March 24th.

Corvino here on April 2nd and will speak at 7:00 p.m. in JXJ 102

Book discussions March 24 - April 4.

4.6 Survey Data (Mike - absent) Jill

Technical Survey - Demographic Information

Q #2 Gender: Recommend changing heading from "gender" to "sexual orientation"

Recommend changing transgender to trans* and add "other" along with "Inter."

Q #3 Race/Ethnicity: Recommendation to change Native American to "Native American/Alaska Native" and then add a blank line next to "other" category so could complete the blank line with a different tribal affiliation.

Recommend setting up so can select more than one

Similar to federal guidelines.

Q#4 Religion: Recommend adding Buddhist.

Q#6 Disability/Impairment: Discussion of what "emotional" means.

Recommend adding mental along with emotional.

Also recommend checking federal disability language.

Q#7 Faculty Type: What/who is intended audience? Should be more general rather than specific to protect confidentiality. Recommend including the teaching categories: Full Time Faculty, Contingent Faculty, Adjunct Faculty, Continuing Term Faculty, Term Faculty, and Graduate Assistants.

Campus Diversity Assessment See attached edited survey from Jill for changes (in red) that were made by subcommittee based on PCOD recommendations.

4.7 LGBTQA Campus Climate Issues (Jill).

It is on the agenda for meeting with President Haynes.

4.8 Gender Working Group (Lesley)

Met with President and working to get group together.

4.9 National Conference on Race and Ethnicity in Higher Education (Lesley)

Met with President and he will fund conference for two students (Mike and Joshua). He indicated he also supported faculty and staff attending but they should look at their budgets for the money to attend.

If you really want to attend and do not have funding talk to Lesley.

5.0 PCOD: Membership and Leadership for 2014-2015 (Lesley)

If your term is up this year and you want to continue let Lesley know.

Lesley's term is up and she will be stepping down from the committee. If anyone interested in chairing the committee see her (Lesley).

Has to be a faculty member, but President might be open to having a staff member chair - would need to be discussed further.

Receive "release time" equal to one course each semester.

If you don't know your status (when membership expires contact Lesley).

Students and community members have one year terms.

Discussion regarding meeting attendance by members and the need to develop some type

of policy regarding required attendance at meetings.

Various ideas were explored such as requiring 50% attendance or missing three consecutive meetings. However, perhaps excused absences if did not attend meeting but attended/worked on subcommittee, out of town at conference, illness, etc.

Someone needs to review the by-laws for any language pertaining to meeting attendance/absenteeism and discuss at upcoming meeting and see how to integrate into by- laws.

6.0 Good of the order

Latino Student Union (Michael) Screening two Films

Marty Reinhardt shared that it has reported that the pep band was playing inappropriate music at hockey games (i.e. tomahawk chop, etc.) and a student has brought it up in Amy Hamilton's class.

The student quit the band due to this. Martin is going to talk directly to the student and contact the band leader, Steve Grugin. Perhaps he doesn't know it is happening.

Would be a good idea to have some type of organized event to educate people as to what is appropriate/inappropriate with regard to the types of things/wording/music etc.

Add this to next meeting's agenda: Sarajane would like to see student forum about these issues for residence halls.

Tony had opportunity to meet Congressman John Lewis recently.

7.0 Meeting adjourned at 3:00 p.m.