

Diversity Council  
October 20, 2008  
Minutes

Present: E. Abercrombie, C. Berryman-Fink, L. Bilonis, C. Collins, G. Dent, S. Downing, K. Faaborg, G. Hand, J. Heisey, H. Kegler, M. Leventhal, M. Livingston, B. Marshall, R. Martin, D. Meem, D. Merchant, C. Miller, E. Owens, DC Padur, N. Pinto, K. Robbins, K. Simonson, G. Wharton, W. White

Absent: D. Acosta, A. Ingber, A. Leonard, M. McCrate, B. Rinto, R. Rosensweig, M. Spencer, M. Stagaman

Chair Report

C. Berryman-Fink highlighted a few recent events. The LGBTQ Meet and Greet was well attended by many students and a few administrators and faculty. The new temporary space for the coordinator was unveiled and an announcement was made about changes to the non-discriminatory policy to reflect new language of gender identity and expression. The recommendation will go to the November Board meeting. She and M. Livingston met with the Council of Deans last week in their continuing role to encourage diversity plans and planning in the colleges. They shared plans from a variety of colleges and universities that support the academic arena.

Four RFP's have been issued to the university community. 1) Investment Proposal – Individuals are invited to submit proposals that would support minority student recruitment and retention. Units are strongly encouraged to contribute matching funds. Submittal deadline is 11/26/08. 2) The Provost Committee on Faculty Diversity invites proposals to support faculty recruitment efforts targeted to African Americans and other faculty of color. 3) The same committee invites requests to fund short term visiting professors to serve as scholars, lecturers, and to advise colleagues on faculty recruitment efforts. 4) Diversity Conference – Proposals are invited for programs, best practices, etc. to be part of the conference.

A second sweep of the diversity inventory is being conducted. President Zimpher sent a note to Cabinet and Deans asking all to review their original submittals and enhance/add to as appropriate.

Two scholarships were recently awarded to students who are physically challenged by the Schott Foundation. Their pictures will appear in the Just Community brochure next year.

The Council is now entering its second year and the Leadership Team has reviewed the issue of succession planning. When the Council was created, the President identified certain offices that are to be represented on the Council and that will remain. However, it has been decided one-third of the membership will rotate off beginning next academic year in order to give others an opportunity to serve. C. Berryman-Fink reported when

she retires at the end of the fall quarter, L. Billionis will assume the role of chair effective 12/15/08, per President Zimpher's appointment.

#### Chief Diversity Officer Report

M. Livingston reflected on his long relationship in working with C. Berryman-Fink on issues of social justice prior to the establishment of the Council and the university will be losing a champion for diversity. He welcomed L. Billionis to the role and thanked him for his commitment.

The Who's Who publication features top African Americans and the University has been given the opportunity to feature individuals. Plans are being made to feature ten influential African American leaders on campus.

The Ethnic Reception is scheduled for 10/23, 3:30-5 at the Mick & Mack Café with a 4:00 program. President Zimpher will join the event and make comments. Prominent African American community leaders have been invited to the event as well to receive an update on the diversity work of the university. All are welcome to attend.

The African American Alumni Association (4A) held events in conjunction with the Homecoming weekend hosting some 700 people at certain events. M. Livingston introduced W. White, president of 4A, who is now a member of the Council. He shared his activity with alums and in particular the alums in Cleveland, which is a priority for N. Zimpher who makes an annual visit.

The BRIDGES Walk for a Just Community was held this past weekend. Over 300 individuals participated including a few faculty and staff and strong support from students in the Turner program, AACRC and the residence halls. M. Livingston thanked E. Abercrombie for making this a priority with the students and indicated he would discuss ways of getting similar participation from Cincinnati Scholars.

In collaboration with Cincinnati's "On the Same Page" project, the author of the The Soloist will speak on campus 2/9/09. The movie will be released next month and is based on a book.

M. Livingston reported he and N. Zimpher are in the midst of conversations with the leadership of the Freedom Center about a closer relationship with the university. This could include joint faculty appointment(s) and/or programmatic opportunities.

M. Livingston reported on a recent meeting with the new CCM dean, Douglas Knehans, and his interest in using music to promote diversity and will be part of his agenda for the college. He had specific interest in the AACRC Choir and this opportunity will be explored.

The Leadership Team will meet on Wednesday to review the budget to gain a better sense of available money from last year and current commitments, as well as looking ahead to new priorities going forward.

### Diversity Conference Update

S. Downing reported on the planning stages of the conference scheduled for 4/15/09 in TUC. They have an allocation from the diversity budget for \$5,000 to assist in defraying the costs. They have received some "in-kind services" to support the conference and will be seeking corporate sponsors. N. Zimpher and M. Livingston will provide welcoming and opening keynote remarks respectively. Their goal is to have an audience of 500 to include students, faculty, staff and members of the surrounding community. Registration costs will be: \$25 for students, \$50 for faculty and staff and \$100 for community members. They would like to offer scholarships to students to offset their costs. A call for proposals for presenters has been issued and information is on the web site. E. Owens suggested obtaining additional corporate sponsorships in order to lower the \$100 fee for community members; otherwise, it may be difficult to attract the external community at that cost. C. Miller suggested issuing an invitation to high school students to provide them with an opportunity to see what UC has to offer in this regard and some high schools might be willing to serve as a sponsor as well. K. Faaborg is concerned there may be low attendance from faculty and staff if there isn't a "hook" to encourage their attendance. Faculty Senate could be a co-sponsor and encourage faculty participation. Deans could be asked to encourage the event in their colleges and N. Zimpher and M. Livingston could send a message as well. It was suggested contacting the individuals featured in the Future of Learning to be presenters. Additional feedback should be sent directly to S. Downing.

### Prioritizing Goals/Budget for 2009-10

C. Berryman-Fink reported last year subcommittees took the recommendations from the Diversity Task Force report and created their goals/budget for the first year focusing on race and ethnicity, per the President's directive. \$1.4M was received in requests and \$350,000 was allocated for the diversity budget. Subcommittees have submitted goals for 2009-10; some expanded beyond race and ethnicity and some remained focused on race and ethnicity. The \$350,000 allocation will continue beyond this year and it is possible some additional money may be added, but a large increase is unlikely. Additional requests will have to compete with other institutional priorities. Some assessment at the end of this year is needed to help determine if money allocated was used successfully and if it should continue or be reallocated elsewhere. The process for expanding and funding the larger agenda for 2009-10 and how to prioritize, fund and assess within and across the subcommittees was discussed while addressing new goals.

K. Simonson suggested using the President's Report Card as a basis for prioritizing goals related to diversity. C. Berryman-Fink noted the report card doesn't necessarily reflect all the diversity goals. C. Miller felt using the allocation to increase faculty diversity is very important as students report that as being one of the most disconnect issues for them. E. Owens suggested using the allocation across the four subcommittees on a base of 10% - priorities 60% of the money which would give a greater impact for dollars spent. K. Faaborg noted in the list of 2009-10 goals from the four subcommittees many overlap. This should be reviewed and consolidated so the

subcommittees aren't competing for allocations for basically the same goal. M. Livingston noted the Leadership Team can establish overarching goals. There was concern about not accomplishing the 52 goals from the Diversity Task Force. M. Livingston reported over half of those goals have been met and the list does not have to be exhausted. The remaining recommendations can be incorporated into 2009-10 goals to identify any that may overlap. All funding does not have to necessarily come from the diversity budget allocated from the university. There are fund raising opportunities especially given the upcoming Campaign. One example M. Livingston reported is the \$4M gift targeted to minority and women students; the institution made a decision to designate the gift to the Cincinnati Pride grants. J. Heisey recommended developing an infrastructure to empower units to assume some of these goals. Perhaps offering rewards/incentives would be of assistance. Diversity should become an integral part of their agenda. G. Dent recommended the Council should provide a template to guide units in setting and achieving their goals and noted his subcommittee is working on such a document. K. Simonson stressed the importance of creating an institutional plan this year and this should be the Council's primary goal for this year. G. Wharton pointed out the university does have an Affirmative Action plan identifying underutilized areas. However, the diversity institutional plan will be much broader. C. Berryman-Fink referenced N. Zimpher's comments at the last meeting where the Council was charged to embrace a broader definition of diversity beyond race and ethnicity; there is no intention to lose sight of this group and their goals. C. Berryman-Fink asked if G. Dent and K. Simonson would be prepared to present their template at the next meeting; they agreed to do so.

Minutes approved by C. Berryman-Fink and M. Livingston.

#### NEXT MEETINGS

Thursday, November 13, 2008, 10:00 AM, 310 University Pavilion

Monday, December 8, 2008, 1:30 PM, 425 TUC

Thursday, January 22, 10:00 (Locations TBD for remaining dates)

Monday, February 23, 1:30

Thursday, April 2, 10:00

Monday, May 4, 1:30

Thursday, June 4, 10:00

Distributed: 10/27/08