

Diversity Council
October 5, 2011
Minutes

Present: D. Acosta, J. Anthony, K. Beck, L. Billionis, R. Cushing, E. Dellal, K. Faaborg, C. Goode, G. Hand, W. Harris, T. Jones, H. Kegler, T. Kershaw, R. Lee, M. Linger, M. Livingston, B. Marshall, B. McClung, M. McCrate, L. Newman, K. Robbins, K. Simonson, G. Wharton, M. York (for J. Bryan), B. Zierolf

Welcome

L. Billionis welcomed new member, Elana Dellal, the Campus Ministry representative. She is the Director of the Hillel Jewish Student Center.

Subcommittee Structure

L. Billionis reported on activities of the Diversity Plan since the last Council meeting stating it is now in the implementation stage noting this is an exceptional opportunity to push the metrics forward for diversity. People are determined to see the plan fulfilled. He thanked everyone involved for their respective roles in this major accomplishment and to be ready for the next role of making sure the Plan stays in the foreground. It has been received by the President and Board of Trustees. He reminded all of the discussion from the September meeting about the need to reorganize the work/structure of the Council to ensure the next phase of the Council's work is done well. He distributed copies of the draft structure that reflects three subcommittees - Steering/Implementation, Communications and Metrics. Council members were asked to sign up for the subcommittees and responses were reflected on the draft document. Others who still wish to volunteer may do so by emailing K. Ogden with their preference. L. Billionis called attention to the bullet points under each subcommittee which indicates the work for that particular group and asked for feedback.

The following questions were presented.

Who establishes the metrics in the Diversity Plan - the Metrics Subcommittee or the responsible party? M. Livingston reported a communication went to the VP's (copies distributed) asking them to utilize the diversity template to identify their diversity objectives using the top five priorities for the current year. Those identified in the Plan are responsible for establishing the metrics and he hopes there will be collaboration across VP lines.

Who will approve the plans in the various units? M. Livingston reported approval will be at the VP level; they are the ones to determine what is forwarded for their units.

Will the Council assist units as they identify their objectives? M. Livingston affirmed Council members can indeed serve as a resource. He and L. Billionis will be reporting at AOC in the afternoon and they will extend this offer of assistance. As units begin to execute, it's the Council's responsibility to make sure it's being done correctly. The

Council should anticipate what's coming and look for opportunities to provide input. This is an opportunity to advise the President as the execution progresses.

What power does the Council have and how do they ensure things are being done?

M. Livingston reminded all that the Council is an advisory group to the President; not a work group. The units will do the work. There are some items that the Council and/or CDO can implement and some that are the VP's responsibility.

M. Livingston reported the President's Report Card has three pages of diversity data. During the presentation to the Board, one board member asked for an update prior to the next Report Card. G. Wharton reported his office is working on increasing people of color and women in faculty and executive level positions per the President's initiative. Once this update is complete, he will share this information with the Council. He plans to have regular meetings with the VPs and Deans to develop a plan. The Affirmative Action Report is a federal mandate but will align with the same objectives in the Diversity Plan.

L. Billionis shared that this is a first at UC with the Plan being charged across the university and embedded in the goals-setting process. The Council gets to be a part of it; this is an opportunity to encourage and assist. It is not something you normally see in the structure of the university - it's a great accomplishment! The Plan now needs to be moved along effectively.

For the Communications Subcommittee, he envisions two things: 1) a mechanism for streams of information, and 2) influencing the culture.

He asked for comments to make sure we are conceptualizing the roles of these subcommittees effectively as these are vital roles.

L. Newman recommended establishing a Blackboard site to allow each college to post their templates. M. Livingston noted the web site is now being managed by D. Weinstein from his office and it is in the process of being upgraded.

The identification of metrics is not the responsibility of the Metrics Subcommittee; it is the role of the identified VP. The subcommittee should be aware that many of the metrics have been identified (President's Report Card) but there may be additional ones. G. Wharton can assist with individual metrics. An assessment tool needs to be identified for faculty and staff.

Several had issues with the words "identify" in the bullets under the subcommittees since it is not the expectation for the Metrics Subcommittee to perform this function but it is that of the VP. It might be better to use "identify and implement". The subcommittee structure will be revised to reflect suggestions (attached).

W. Harris shared his experience in his college working with the dean to develop their plan and encouraged all Council members to do the same within their respective units/colleges.

Rollout Update

M. Livingston distributed letters – one that has been sent to the President's Cabinet and one that will be sent to the 3D.

He shared details from an event that occurred the previous day. S. Butler came to him with an idea to bring the Sphinx Virtuosi Tour to campus. He encouraged her to work with CCM; they in turn took leadership and organized this group to visit Cincinnati making appearances at the Freedom Center and UC/CCM. This is just one example of changing the culture by one individual having an idea that was diversity focused and made it happen with collaboration across the university.

M. Livingston reported he and L. Bilonis presented the Diversity Plan to the Board of Trustees and received a strong ovation. They will be returning to give an update on progress in a few months.

M. Livingston met with President Williams regarding the collection of diversity objectives during this current year. The data will be collected and available for subcommittees to review and ultimately make a recommendation to the President. The President wants to see immediate action in this first year, even if it is modest given the late timing.

M. Livingston reported he participated in 7-8 welcome sessions at the beginning of the fall quarter. He asked all to join him and L. Bilonis at the Ethnic Reception on Nov. 9th, 4:30 PM at Mick & Mack Café.

He reported the search he is chairing for the Police Chief/Director, Public Safety is nearing the end. Four candidates will be on campus for interviews with the campus community on Oct. 6 & 7 and he is pleased there is diversity in the final pool among four very well qualified candidates.

Conclusion

L. Bilonis stated the Council should expect to hear from him with a request for those who have not signed up join one of the two subcommittees.

L. Bilonis concluded by stating the work done by the Diversity Plan Task Force could be viewed as advisory but their advice is compelling and well done and often it's more than just advice. It's advice that cannot be ignored. The Council should give advice in settings and ways that is compelling. We need others to make the Plan work and the right time is now. Existence of the Council is to allow more touch points on performance and inspiration. Council members should ask themselves if they are using all their wiles to be active and engaged in the university. The Council has to be active.

Minutes approved by L. Billionis and M. Livingston.

2011-12 Meeting Schedule -- All meetings begin at 8:30 AM in 320 University Pavilion.

November 9

December 7

January 4

February 1

March 7

April 4

May 2

June 6

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