

Diversity Council
December 13, 2010
Minutes

Present: K. Beck, L. Billionis, F. Bowen, S. Butler, S. Downing, H. Ghebre-Ab, T. Guerin, G. Hand, V. Hardcastle, H. Kegler, T. Kershaw, R. Lee, M. Livingston, B. Marshall, R. Martin, M. McCrate, D. Merchant, C. Miller, N. Pinto, B. Rinto, K. Robbins, R. Selzer, K. Simonson, D. Smith, A. Vamadeva, C. Veraldo G. Wharton, W. White

Guests: B. Ambach, P. Buttermore, S. Ono, C. Smith

Supplier Diversity

L. Billionis welcomed B. Ambach and P. Buttermore who joined the meeting to discuss supplier diversity. The supplier diversity program began in 1976 working with minority contractors. B. Ambach reported on the work of consultant, Mel Gravely, who conducted several sessions with constituents to gain information about the university's practice in an independent, objective fashion. One recommendation from this work is the need for a statement on supplier diversity. T. Guerin distributed a draft statement; all were asked to review and provide feedback to B. Ambach in two weeks. The university's commitment to supplier diversity needs to be broadened. The statement addressed the following: 1) decentralized purchases that occur outside of the Purchasing Department; this culture needs to change; 2) supplier diversity is not just the responsibility of Purchasing, but of all university employees; 3) action items that were recommended by M. Gravely; some of which are already in place but could be done better.

It was noted there are restrictions that the university has to adhere to being a state agency. The community perceives the university as a large business comparable to P&G and Toyota. They don't understand the restrictions within which UC has to work. The university needs to educate the community so they understand why decisions are made that are not viewed positively.

How do you educate the university community about the need for centralized purchases? This message needs to be shared with business officers of the colleges and various units, faculty, etc. There needs to be a marketing strategy to change the perception. Purchasing's web site is being updated to include some of this information.

There is an effort to match up end users with minority vendors/suppliers by identifying those who buy certain items and alerting these buyers of the minority organizations that provide these items. Purchasing is making it more user friendly for minority owners to do business with the university. T. Guerin welcomes any suggestions for conveying this message to the community.

B. Rinto noted C. Smith has already met with the Diversity Plan Task Force and this work is being implemented into the plan.

Diversity Plan Task Force Update

T. Kershaw referred to the results of the diversity survey which were distributed with the agenda. The survey was conducted to obtain another source of data in developing the five year plan. The survey was developed and administered by the Institute for Policy Research and was randomly sent to 2,000 faculty and 2,000 staff, receiving a 35% response rate (1400 respondents). They are still waiting for qualitative comment data. The Task Force would like to share the survey results with the entire UC community so the process can be transparent; if there are issues with this plan, please notify them. T. Kershaw went through the survey results reviewing the data. It was noted the diversity web page needs to be placed more prominently on the university's web site. The survey did not ask faculty and staff their perception of the university's performance in recruiting African American and minority students. For future surveys, the gaps in this survey need to be identified for possible inclusion in future surveys. There is student data provided by SSI and NSSE; however, the purpose of these two instruments is not diversity related. If additional data is needed from students, questions can be added to these surveys for students. There are other surveys that can meet this need if determined that is necessary.

D. Merchant reported it is the intent of the Task Force to have a draft plan available for the Council in January. They are taking the information from this survey to verify objectives are still relevant. When the draft plan is distributed, the Task Force will provide a reference to keep in mind for reviewing the plan.

Provost Ono

S. Ono was welcomed to the meeting and he shared the importance of diversity and his commitment to building diversity in the student body. The Diversity Plan will be part of the President's Strategic Plan. He invited interested parties to share their ideas and expressed his desire to partner with the Council to move the work of diversity forward and offered to visit with the Council as necessary. M. Livingston noted the recent work of the Academic Master Plan as it related to the nine goals, one of which is diversity and reflected on the conversations with the AOC+ planning group. M. Livingston developed diversity principles to organize the framework around this particular goal within the AMP. One concern was raised about the challenge of increasing standards for admissions without negatively affecting students of color. S. Ono shared his experience the POSSE Foundation that essentially is an intervention mechanism starting in early high school years or even junior high targeted at low income, high potential youth. It was noted there are similar initiatives ongoing locally. However, it would be beneficial to educate those that are helping these targeted students. K. Simonson raised concern about the impact of the budget cuts on diversity. S. Ono replied the university is in the midst of the budget process and the impact is not yet known. M. Livingston is aware of this concern and it will be addressed as part of his budget review/presentation.

CDO Report

Given the early departure of M. Livingston from the meeting, he provided the following report for the record.

The new LGBTQ coordinator, Leisan Smith will be invited to join the January 10th Diversity Council meeting.

For the third consecutive year, the diversity incentive grants will be offered. The call for proposals was distributed on 12/15/10 with a 2/1/11 deadline. The review committee will be expanded to include past grant recipients.

M. Livingston and S. Ono will each purchase a table at the Woman's City Club of Greater Cincinnati event that features Naomi Tutu as the guest speaker. Selected women leaders will be invited.

M. Livingston is working with P&G and the Freedom Center to co-host an event on 2/21 that will focus on the drop-out rate of high school and college students and the impact on students of color. Invitations for this event will be sent to a select group of key individuals in corporate, education and political leadership roles.

Minutes approved by L. Billionis & M. Livingston.

Future Meetings

January 10, 1:30

February 14, 1:30

March 14, 1:30

April 11, 1:30

May 16, 1:30

June 20, 1:30

Distributed: 12/22/10