

Diversity Council  
April 26, 2010  
Minutes

Present: L. Billionis, F. Bowen, S. Butler, R. Cushing, S. Downing, T. Guerin, G. Hand, V. Hardcastle, T. Kershaw, R. Lee, A. Leonard, M. Livingston, B. Marshall, D. Meem, D. Merchant, E. Owens, N. Pinto, F. Reynolds, J. Ricks, B. Rinto, R. Selzer, P. Shannon-Baker, K. Simonson, D. Smith, M. Stagaman, C. Veraldo, G. Wharton

Chair Report

L. Billionis welcomed F. Reynolds, Executive VP in the Office of the President, and C. Veraldo, a doctoral intern working with M. Livingston, to the Council.

L. Billionis praised those who coordinated the Second Annual Diversity Conference and made it a success, with special thanks to co-chairs, B. Marshall and S. Downing. Attendance was higher than last year at 371 (30% students, 5% community members, less than 10% faculty and the remainder staff). Feedback on the sessions has been very positive. It was suggested that publicity for the conference could be wider; B. Marshall stated electronic messages were sent to many listservs and it was widely publicized, but they will reach out to a wider audience next year. It was agreed that the audience needs to be defined and then target publicity to the identified group(s). The planning committee is holding their wrap up session later in the week and any additional feedback should be sent to B. Marshall and S. Downing.

Diversity Plan Task Force

D. Merchant reported on the work of the task force stating this high energy, small group of students, staff, faculty, alums and community reps have been meeting every other week. The original Diversity Task Force in 2007 created strategies and activities that moved the university forward building a great base for the diversity initiative. They have taken much of their work to begin developing the diversity plan.

D. Merchant referenced the draft document, "UC Diversity Plan: Goals and Objectives" which was sent out to the Council in advance of the meeting. The diversity definition is a very broad definition that the Diversity Task Force created and it was adopted by the Diversity Council. The Diversity Task Force focused on race and ethnicity during its work and as the goals for the Diversity Plan are developed, they need to be much broader than race and ethnicity. Do the goals represent the definition of diversity? D. Merchant reviewed each of the six goals and asked for feedback. Some of which included:

- The use of the language "underrepresented populations" vs. "underrepresented community". Need to use consistent language.
- Each goal should have language that is broad based; therefore, remove the language "cultural and ethnic" from Goal I.
- It may be helpful to include a list of definitions in the plan.

- There is only language referencing LGBTQ in Goal IV and it should be included in other goal areas.

D. Merchant stated most of the objectives have been taken from the original 52 from the Diversity Task Force Report to capture their work and cautioned these are not defined, comprehensive strategies yet. She asked if they individually or collectively represent the Council. Comments included:

- When students are referenced, it should include all categories – full-time, part-time, graduate, undergraduate, etc. Some objectives may require different strategies to address the particular needs of these multiple groups.
- Goal III includes a statement about accountability and Goal II does not; this should be added to Goal II.
- It was suggested that objectives/strategies could include specific numbers under Goals II. However, it was cautioned about the use of including such specificity. M. Livingston will approach General Counsel to seek guidance on including such information.
- Language needs to be included in the plan that recognizes the Equal Opportunity plan as a pre-requisite for the diversity plan.
- What dimensions of diversity are captured by the term, “underrepresented” and how does it line up with diversity? G. Wharton replied the term currently in use is “underutilized” which represents women and people of color.
- The university has never defined the ideal state of the university for diversity and where should it be ten years from now. What should the composition of faculty, staff and students look like? Should comparable institutions be used as a guide? The task force has this point under consideration.
- Consider including goals that reflect current and past successes that should continue so as not to lose these items.
- Goal IV should include residence halls.
- There are tools within the Office of Equal Opportunity to further some dimensions of diversity. It needs to be determined if it is the institution’s aspiration for a more enriched campus.
- It was agreed to stay with the broader definition and the objectives will break down to reach all areas.

D. Merchant asked if the set of goals provide a comprehensive, contextual framework for diversity initiatives over the next five years. Is anything left off that is going to be critical in the next five years?

- Should the population of UC reflect the population of the US in general? If specific numbers are used, will that accurately reflect the population of the US in five years?
- It’s difficult to look at goals for five years without looking at objectives. The Diversity Plan Task Force will bring this back again at the next meeting to seek feedback on objectives once the goals are more defined.

- F. Bowen asked the purpose of the plan. Is it something separate from the Affirmative Action Report? M. Livingston replied that the President indicated the success of his presidency will be determined by the success of the plan. Diversity will be a major component and part of the institutional plan and a tool to enhance the current evaluation process. It will be part of assessment and accountability. The university needs to determine if it wants to be considered as an institution that does diversity well or as a “best in the class”. Once that determination is made, then a goal needs to be created that is bold enough to achieve such a declaration.
- Who are the stakeholders – alums, donors, parents? How can they be part of the plan? D. Merchant replied they are part of the plan as they intend to reach out to the broader community. Should this be a strategy or more goal oriented; should Goal V be changed?

D. Merchant wrapped up the session stating the Task Force will take this feedback to define the goals more and will return to the next meeting for focused discussion on objectives.

#### A&S Diversity Certificate Program

V. Hardcastle shared conversations she has been having with department heads about creating a certificate program for diversity. She is seeking broad participation across the university among faculty to make this a university-wide initiative. The targeted audience would likely be in the professional market for people who have an interest in diversity training with a certificate. She asked that this information be shared and for those who have an interest, to contact her directly.

#### CDO Report

M. Livingston distributed copies of the document on academic and executive hires created by G. Wharton and K. Faaborg. Their goal is to enhance the current search process. G. Wharton shared there is a need for his office to become more involved in searches at the beginning of the process by reaching out in the recruitment phase to generate diverse pools. Part of the process puts the accountability in the deans office so they become involved in the process to meet their goals and objectives. It was noted one significant addition with this plan is the function of an Equal Opportunity Coordinator (EOC) in each college who will be responsible for working with the EO Office. This plan will give the EO Office greater authority and oversight of the search processes and will ensure a comprehensive search pool. M. Livingston reviewed the document with President Williams. **Feedback from the Council is due Monday, May 3, 2010 to M. Livingston.** Input will be reviewed and incorporated prior to vetting with appropriate governance groups.

M. Livingston reported the New Student Convocation/Investiture is scheduled for Sunday, September 19 and will feature the President’s inauguration. At this time, G. Williams will share his plan/vision for the university which will include information about UC|21 going forward. The addition of the diversity objective has already been approved and will be included in the context.

May is National Civility Month and faculty member L. Luccionni is coordinating an effort for the President and Mayor to issue proclamations noting this designation. M. Livingston noted civility is one of the institution's core values.

The Civil Rights Games will be held May 14-15 and will include a Roundtable Discussion at the Freedom Center on 5/14, the Beacon Awards Luncheon and Youth Summit on 5/15 and games on 5/14, 15 and 16. The university will be represented.

Bridges for a Just Community Annual Dinner will be held on 5/27 and the Urban League Gala is 6/5. The university will have tables at both events.

#### Announcements

L. Bilionis called attention to the next three scheduled meetings (also noted at the bottom of the minutes). This time will be used for further discussion on the Diversity Plan.

May 15-16 will be the 27<sup>th</sup> Annual MUSE Spring Concert. For further information, contact D. Meem.

The Second Annual Culturefest sponsored by the College of Nursing is 5/17, 11:30-2:00 in Procter Hall. For further information, contact R. Lee.

Worldfest is ongoing through 5/2.

Minutes approved by L. Bilionis and M. Livingston.

#### Future Meetings

Thursday, May 27, 10:00

Monday, June 28, 1:30

Thursday, July 29, 10:00

Distributed: 5/7/10