

Diversity Council
Minutes
June 5, 2013

Present: L. Bilionis, J. Blizzard, M. Boaz, C. Cooper, M. Cureton, N. Darling, B. Elliott, K. Faulkner, C. Goode, T. Guerin, G. Hand, W. Harris, M. Hughes, M. Langford, C. Lewis, B. Marshall, R. Martin, D. Merchant, L. Newman, M. Rastogi, D. Reed-Francois, C. Short-Thompson, L. Smith, R. Zierolf

Welcome

C. Short-Thompson opened the meeting with introductions.

OLLI Presentation

Catherine O'Hara joined the meeting to share information about the Osher Lifelong Learning Institute and the intent to diversify instructors, students and board members. OLLI students are individuals aged 50 and up. There are 1734 students taking more than 20,000 non-credit classes. They currently market the program using catalogs that are distributed on the campuses and in the Hamilton County libraries, and TV and radio ads are utilized. She invited feedback on how to meet this goal; suggestions included:

- Contact Lisa Holstrom, director of the Transfer & Lifelong Learning Center as many students that call her office may have an interest - could be a good partnership.
- Contact the various chambers of diverse groups, religious organizations and social organizations to share info about the program.
- Retired faculty members may be interested in teaching some courses and could provide a diverse component.

If there are additional suggestions, place contact C. O'Hara directly at 556-9186 or Catherine.ohara@uc.edu.

CDO Report

B. Marshall reported on the following: 1) The RFP process is in progress for retaining the services of a consultant(s) for the climate assessment, to facilitate the August retreat and training for senior level managers. 2) She has met with all committee chairs to issue the charge. When the President receives all the evaluations from his direct reports, this information will be disseminated to the committees to review, categorized and then utilized for the Diversity Dialogues and to prepare a report of accomplishments/best practices. She thanked all who have signed up to serve on the committees and for those who have not, please do so. 3) In preparation for the 8/19 Council Retreat, all are invited to provide suggestions for topics. This information is due by Friday, June 7 to K. Riehle. 4) All were thanked for participating in the Diversity Reception. 5) She, B. Elliott and R. Martin attended the NCORE Conference last week. It was a very full and intense schedule. It is our hope that UC will be represented and make presentations at future conferences. She shared from her experience in talking with other participants that UC is in a great place with respect to diversity. It may not be evident, but when you stand back and hear other's stories, it becomes very clear.

C. Short-Thompson suggested submitting the top five presenters from UC's Diversity Conference for consideration to present at the NCORE Conference and if selected, fund their travel. It would be useful for students to attend as well; they could present or just attend for the experience. M. Langford suggested that students who do present would be expected to share their experience upon their return. 6) B. Marshall reported that she connected with UC-Berkley's chief of staff at the conference and discussed the development of their data warehouse. Their rep is willing to serve as a resource for us. They are undergoing a climate assessment and using consultant, Sue Rankin, who is under consideration for UC. This will be a very valuable resource for both initiatives.

Diversity Conference Update

B. Elliott distributed an information sheet on the conference. Attendance was 440, an increase from previous years. Approximately \$18,200 was spent on conference expenses and \$5600 was received in sponsorships. C. Short-Thompson inquired about seeking external funding by approaching outside donors and organizations noting that \$20,000 is not a large sum to request. B. Elliott cautioned funds for a keynote speaker were not included in the expenditures this year given Dean Jackson provided the service at no cost. In past years, this has been an additional expenditure. L. Newman referenced previous conversations about the desire to make the conference free to attendees. If this is the intent of the university, conversations need to occur now for planning purposes.

What are the goals of the conference? It is UC focused and to share best practices. It has been a challenge to get more faculty to present and attend.

T. Guerin suggested having the President ask every VP and Dean for \$2000 to support the conference. It is ambitious to have every unit attend.

J. Blizzard said students were not aware of the conference and it needs to be marketed better. Although it was suggested that students not be charged the registration fee, J. Blizzard commented that students would likely register but some would not show. If they are not held accountable, they are less likely to attend.

B. Zierolf noted that several grad students have or are in the process of writing theses on relevant topics and could serve as presenters using their material.

M. Boaz suggested selecting a topic for the conference and then identify experts in that field who could serve as the keynote speaker free of charge or deeply discounted. Additionally, they should be asked to provide multiple services throughout the day to interact with all conference participants.

Could other venues be considered? T. Guerin said UC does have contracts with the Duke Energy and Sharonville Conference Centers. J. Blizzard mentioned that holding the conference off-site would be problematic for students who attend the conference sessions between classes.

R. Martin suggested this could be a two day event; one with a student tract and one for faculty and staff.

It is a challenge to get conference participants to attend the full day; most just attend a few sessions.

It was recommended that a subcommittee be established to work on these and other ideas now and then present their findings at the August retreat.

C. Goode noted the need for broad representation on the planning committee; every unit on the Diversity Council should be represented in order to be more effective.

L. Bilionis summarized the conversation stating there appears to be a population we want to attract that we are not attracting and it feels political. A mechanism needs to be identified to find ways to reach out to this group expressing the need for their participation. The current number of participants is very respectable and doesn't see the need to grow but just change the population of those attending and presenting.

C. Short-Thompson asked the faculty members present for their opinion on what would make the conference more appealing to attend and/or present. N. Darling replied that she was not aware of the conference; it needs better advertisement. The theme and topics are important to know ahead of time as well the audience for individual presentations/sessions.

Could attendance be mandated? B. Marshall will explore.

It was suggested to hold the conference when there are no classes, i.e., on a reading day that is currently scheduled in October.

C. Short-Thompson asked who would be interested in serving on the working committee; volunteers included R. Martin, N. Darling, and M. Cureton. Additional names are to be submitted to K. Riehle by June 7th.

T. Guerin shared that people and organizations in the community expect UC to engage with them as do other large companies. It's important that UC be a good public steward by having a means to consider opportunities and funding appropriate events. This does require resources. There should be a conversation about this expectation and developing some type of community engagement protocol but he isn't sure at what level or office it belongs. B. Marshall will take this under advisement and shared her plans of establishing a CDO Roundtable that brings in local CDO's of various companies and higher ed institutions. It is expected they will serve as a resource to UC. This is being done in partnership with BRIDGES for a Just Community and this group will be utilized as an advisory board for them. The first session is scheduled 6/20 and President Ono will be part of the first meeting.

Diversity Week

B. Marshall called attention again to Diversity Week beginning on October 7th which coincides with Reading Days on October 7-9. She asked all to give thought to activities that could occur; nothing too intense but something different that could synergize efforts of several offices. Examples included Women's Center with the American Heart Association Go Red for Women and the UC International Office with the College of Medicine.

Minutes approved by B. Marshall and C. Short-Thompson.

2013-14 Meeting Schedule, 8:30-10 AM, 320 UP

Sept. 4

Oct. 2

Nov. 6

Dec. 4

Jan. 8

Feb. 5

March 5

April 9

May 7

June 4

Upcoming Events

Diversity Council Retreat: August 19, 2013, 1-5 PM

Diversity Week: October 7-13, 2013

Diversity Conference: April 2, 2014

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