Diversity Council
April 14, 2011
Minutes


Chair Report

L. Bilionis referenced past conversations about the start of a rotation cycle for the Council's membership with staggered terms. This will begin with the first one-third (approximately 10 people) coming off June 30th. When this was raised previously, it resulted in four individuals volunteering to cycle off. Before the Steering Committee makes the decision on the remainder, he asked if there are others interested in stepping off in this first round. Please send responses to K. Ogden by May 6.

The Diversity Council Steering Committee is currently populated by himself, M. Livingston, B. Marshall and G. Hand. After the membership rotation is finalized, they will then determine the additional people to populate this committee. The goal is to make it more reflective of the Council. Self-nomination is welcome and should be sent to K. Ogden by May 6. They would like to include faculty, staff and student representatives.

Looking ahead to future agendas, the Steering Committee will continue to shape it; however, members are invited to submit ideas. L. Bilionis shared that one continuing agenda item will be implementation of the Diversity Plan once it is finalized. D. Meem suggested one item could be the need to determine at what level and what kind of measures can be taken on units to change their hiring policies and what authority does the Council have to enforce the plan. L. Bilionis stated this will be determined once the plan is submitted to the President.

Earlier in the week, there was a special session held by S. Ono regarding the Academic Master Plan focusing on the different dimensions of the nine 2019 goals. Tables were assigned according to the goals; he and M. Livingston were assigned to the diversity and international goals. The objective of the meeting was to move from visioning to actual action plan. He felt the progress of the diversity plan is well ahead of other areas within the nine goals and it will be absorbed into the AMP. There is likely to be some prioritization.

M. Livingston said S. Ono will have the same issues of determining costs and assigning responsible parties to enforce the plan. However, the final decision will be the prerogative of the President within the University Strategic Plan. All plans will be integrated together and he will determine what is to be accomplished. All the planning groups are advisory to his management of the university.
W. White asked if there will be stated objectives for African American student enrollment. B. Rinto confirmed this is in the plan with metrics; the plan puts the goal into context and states this has to increase but does not specify exact numbers. Specific numbers are not stated, given the need to stay away from quotas. W. White is concerned AA will be lost in the language of "students of color". B. Rinto replied AA is the highest priority but the plan includes all students of color; it has to include all sectors.

The vision for the next year is to give specific units the opportunity to define their benchmarks and action plan for implementation. There are critical decisions that need to be made and those decisions will inform the action plan. W. White is concerned about how students define themselves as it makes it difficult to speak with precision. The net needs to be as wide as possible to capture all. A starting point has to be identified and the plan will evolve.

D. Merchant noted it is critical to understand what this document launches. It is just the beginning point; if the university is to get away from a culture of projects, an overall strategic plan that changes our institution is needed. It’s imperative to take the time to get an action plan to look at all strategies to achieve this culture change. Thought needs to be given about the scope of the implementation plan and those to take the leadership; it has to be strategic and purposeful.

Diversity Plan Update
B. Rinto reported the Task Force co-chairs have been charged with vetting the plan with governance groups (Faculty Senate, Student Senate, AOC) before it is put into final form. Additionally, there are other groups that are interested in having the opportunity to vet the plan as well. It is their intention to be done by the end of May. These groups will provide their feedback and all will be taken into consideration and the Task Force will determine which suggestions or issues will be incorporated into the plan. If there are other groups they should meet with, contact one of the co-chairs. M. Livingston and L. Bilionis will present the plan to the President's Cabinet on 4/15/11. L. Bilionis will ask Cabinet members to give feedback to the co-chairs and encourage them to reach out to the co-chairs with any concerns.

Preliminary Diversity Plan Roll Out
G. Hand reported the 2019 Strategic Plan, the Academic Master Plan and Diversity Plan are all connected - the Diversity Plan will be incorporated into the 2019 Plan and the Academic Master Plan. The mechanism will be critical on how this is moved forward. All other 2019 goals have specific metrics and become the annual report card by the President. Some work needs to be done to pull out the Diversity Plan as part of the 2019 plan. Once the work is completed, integration will be much clearer about the roll out steps. This will be the next set of questions raised; hopefully, something definitive will be set by the fall. In a sense, part of the roll out is occurring now with the vetting process. F. Bowen expressed his desire to see a very dynamic roll out given the significance of the plan and doesn't feel this is being planned. G. Hand reinforced that the President needs to give direction as to how he wants to move forward beginning
with the initial action items and then the roll out will be planned in accordance. M. Rooney shared it is important from a student's perspective to see a celebration of the Diversity Plan.

D. Meem shared her concern about integrating diversity into the curriculum and feels a conversation is needed to address this component.

L. Bilionis referenced an earlier conversation about the Safe Zone training and the response from the Council for a training session was low. Therefore, a training session will be scheduled during one of the Council meetings. M. Rooney suggested that each member take the leadership to then schedule training within their respective unit.

CDO Report
M. Livingston noted that in the Diversity Plan it is embedded how to infuse diversity in the curriculum and throughout the university. The Provost is supportive in the Academic Master Plan about this matter.

In reference to the vetting process, he and L. Bilionis will be presenting the plan to the Cabinet on 4/15 and distributed a chart that will be shared with them. He noted that work continues with diversity even while the Diversity Plan is being vetted; 34 of the 52 recommendations have been implemented and the remaining are still on the table for consideration within the plan.

M. Livingston passed around copies of The Women's Book which UC was a contributor to the last edition. The publishers have contacted UC again about participating in the upcoming edition. He has received confirmation from several administrators committed to assist in funding.

The Africana Studies Department celebrated their 40th anniversary recently with 75+ individuals attending a special reception. He applauded T. Kershaw's work in this area.

The Fifth Third Diversity Symposium was held on 3/22 with over 500 community leaders throughout the community participating.

Worldfest will be held 4/22-5/1 celebrating the international dimensions of the university.

STEER is a partnership among UC, P&G, and the Freedom Center which is a mentoring program between P&G professional staff and African American students at UC. Freshmen will be assigned to mentors which will continue through graduation. L. Sutton will provide the training and the kick-off event is 5/10. Other companies will be invited to join the initiative. This will be a good retention effort.

RAPP will have their 25th anniversary celebration on 5/14.

C-Ring will hold their annual program on 5/14 to honor an outstanding graduating senior woman. There are six finalists from a very diverse pool.
M. Livingston noted two events that T. Guerin is coordinating and applauded his efforts making very meaningful contributions to the diversity initiative. On 4/19 he will be hosting the Small Business Deputy Associate Administrator which will bring small business owners to campus. In May, he will participate in the conference for the National Minority Supplier Development Council, South Central Ohio Chapter with an increased level of sponsorship.

The Just Community Awards will be presented to seven individuals and an organization at the University Recognition Ceremony on May 15, 4 PM.

The Junior Multicultural Day will be 4/15 and targets academically talented students of color and on 4/16 UC will hold a program, Salute to Excellence, for CPS students of color who have been offered admission. The intent will be to advise them of what action/business they need to take in order to confirm admission and start in the fall.

Announcements
NSSE (National Survey of Student Engagement) is now in the field.

Student elections are scheduled for 4/18-20. M. Rooney noted he and D. Smith will be leaving the Council but will continue to support diversity efforts throughout the campus.

C. Collins reported the College of Medicine Honors Day will feature an African American speaker – second time in history this has happened.

B. Marshall reported the Diversity Conference is scheduled for 4/20 and thanked those who have registered as a participant and those serving as presenters. She acknowledged V. Hardcastle who will serve as MC. Registration is open online through 4/15.

Minutes approved by L. Bilionis and M. Livingston.

Future Meetings
May 16, 1:30
June 20, 1:30

Distributed: 4/29/11

Articles of interest:
