

Diversity Council  
January 10, 2011  
Minutes

Present: D. Acosta, L. Bilonis, J. Bryan, S. Butler, R. Cushing, S. Downing, T. Guerin, A. Ingber, H. Kegler, T. Kershaw, M. Livingston, B. Marshall, R. Martin, M. McCrate, D. Meem, D. Merchant, N. Pinto, J. Ricks, B. Rinto, K. Robbins, M. Rooney, R. Selzer, K. Simonson, D. Smith, A. Vamadeva, C. Veraldo, G. Wharton

Guest: L. Smith

Opening

L. Bilonis referenced a discussion item that was scheduled to be addressed at the last meeting - the structure of the Diversity Council - was a result of a brainstorming session last fall. He will address this later in the meeting, but noted the UC community is excited about the notable progress being made, resulting in momentum and strength building on campus. The Diversity Task Force will report later in the meeting and a special meeting has been scheduled for this item on **January 24, 10 AM** in 320 University Pavilion.

Guest

L. Bilonis welcomed guest, L. Smith, the new program director for the LGBTQ Center. She began her new position at the end of October and is a UC alum. She distributed the goals for the Center and reviewed them: 1) connecting the office with other staff, faculty and offices to build resources for students, 2) providing programs for students the rest of the year; goal is to reach 500 students, most of which through collaborative efforts with other offices, 3) provide Safe Zone training in the UC community to make sure this group feels safe on campus, 4) identifying permanent office space for the center. The office is currently on the 6th floor of SSLC and her office is on the 5th floor. F. Bowen is working to identify space for the entire office to be together.

D. Meem suggested the Council schedule a time for the Safe Zone training in the spring. This would entail 90 minutes with a PowerPoint presentation and interactive activities resulting in participants signing a Safe Zone contract which indicates their office is a safe area for LGBTQ students. The center does have a web site with additional information about their services [www.uc.edu/lgbtq](http://www.uc.edu/lgbtq). L. Smith does consult in confidence with students if they are struggling with gender identity issues and makes referrals to counselors if that is needed.

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### Chair Report

L. Bilionis distributed a summary from the fall's brainstorming session and a proposed course of action for the structure of the Council.

- How large should the Council be? In the 33-39 range is desired with a target of 36.
- Members should come from the following categories: units/key stakeholders, those with particular roles/responsibilities/and at-large appointees.
- Appointments will be made by the President with recommendations coming from the Chair and CDO.
- Terms will be a three years aligning with the academic schedule of July 1-June 30 with staggered dates to provide continuity. There will be the option to renew appointments. Student appointments will dovetail with their elections. Faculty appointments will be coordinated with Faculty Senate.

B. Rinto inquired if the new appointments will represent the units currently serving on the Council. L. Bilionis replied it will depend upon the relevancy; however, certain units will have "charter" membership and those units will be identified.

The current Steering Committee consists of himself, M. Livingston, B. Marshall, and G. Hand. They are considering a different configuration that is more reflective of the Council and to connect stronger with the entire membership of the Council. L. Bilionis invited feedback on the proposed structure. Once he has received input, he will begin to move forward on a course of action.

### Diversity Plan Task Force Update

B. Rinto provided an overview of the task force's work from the past year.

1. Charge issued from CDO.
2. Reviewed the 2006 Report of the President's Task Force Report as a foundation piece which produced their six goals.
3. Conducted a SWOT analysis looking at critical university documents lifting out SWOT related items to diversity.
4. Conducted 34 interviews with key stakeholders asking critical questions about their thoughts, what the university should be doing about diversity; results are posted on the Blackboard site.
5. Survey sent to 2,000 faculty and 2,000 staff. The quantitative data was shared at the last meeting, and today the qualitative data will be shared. This will be posted on the Diversity web site.

T. Kershaw reviewed the qualitative data which identified three major themes: 1) increase/improve diversity and inclusion efforts encouraging diversity thought and opinion in a broader perspective, 2) importance of recruiting and hiring best, qualified applicants but don't lose excellence for diversity, 3) importance of recruitment and hiring process for faculty. Other issues that emerged: how would they describe diversity, their

thoughts of what it should be, and obstacles they identified. Other feedback: UC is diverse and supportive of diversity but the extent differed by group and race, the institution is broadly identified. Obstacles identified: ideas how one sees diversity and how it comes together, accountability (it has to come from the top down). As it relates to climate, town gown sessions would be beneficial. Need to look at Cincinnati and how UC connects with what is done on campus and in Cincinnati. Make sure the African American group is addressed (not lost) as this initiative goes forward.

M. Livingston stated that as the definition of diversity is broadened to other areas, African Americans will not lose its significance in the larger scheme.

B. Rinto reported there is a suggestion that race is not monolithic; it is intersectional and that needs to be recognized as the diversity initiative goes forward.

A. Ingber recommended planning ahead to create an environment where all diverse groups feel welcomed - including the ones we don't even see yet - don't wait until they are here. T. Kershaw stated this is the notion of creating climate.

The draft of the Diversity Plan will be sent a few days prior to the 1/24 special meeting to allow adequate time to review. When reviewing, keep in mind:

- Is the plan on target?
- Are the strategies in the right direction?
- What is diversity?
- What should it be?
- What are the obstacles?
- Will the plan eliminate the obstacles or do we need to bring in something else?
- Is this the desired result?

L. Billionis stressed the importance of being prepared to discuss the draft at the 1/24 meeting. B. Rinto will determine how to structure the meeting to best serve a full discussion.

The question was raised what is being done to ensure the Diversity Plan is being coordinated with other planning initiatives – Five Year Enrollment Plan and the UC2019 Strategic Plan. M. Livingston replied he is working with Provost Ono on both plans and there is representation on these committees from the Diversity Council. All plans will eventually be submitted to the President and be in sync with one another.

R. Selzer suggested using the Plan in a session for the Diversity Conference or someone could serve as a keynoter about this work.

B. Rinto recognized the following Diversity Council members who also serve on the Task Force – D. Acosta, S. Butler, K. Simonson, G. Wharton and J. Bryan.

CDO Report

M. Livingston reported he has been working with individuals from P&G and the Freedom Center on a joint venture with UC called Building on Success. With the leadership of President Williams and Bob McDonald (P&G), they are working to identify a model of practices at UC where P&G might partner with UC addressing the drop-out rate. This event will likely be held in the spring and could possibly expand to other institutions and identify members of the corporate community to become partners.

An intern from the Enquirer has interviewed several people regarding diversity and more specifically black students on campus. The intern will be interviewing President Williams later in the week. D. Smith indicated he had been contacted about scheduling an interview as well.

A request has been made for the Diversity Plan to be presented at a future Board of Trustees meeting. Given the plan is not ready for discussion, this presentation will likely be delayed to the March meeting. Two trustees have expressed special interest in the work of the Diversity Council and want to ensure the work being done is meaningful.

Provost Ono added a fourth committee for the Academic Master Plan to broaden the scope of its work to include staff. Additionally, the Provost and President are aware of the need to incorporate diversity objectives at the unit level into the planning initiatives.

#### Announcements

J. Bryan reported the faculty proposals for diverse recruitment and retention have been received and they are nearing the end of their analysis and will announce the recipients of these awards soon.

N. Pinto reported the deadline for submitting proposals for the Diversity Incentive Grants is 2/1.

D. Acosta reported the PharmD students are heavily involved in many student organizations and one group in particular that is historically black has expanded to people of color. They have been nationally recognized for their leadership and voted the number one chapter in the country with several students elected to national appointments.

B. Rinto noted WIN will be hosting a series of brown bags advancing women in the workplace. Two women have been selected to attend the HERS institution. The Status Report on UC Women has been distributed, but data on faculty tenure status by gender/race/ethnicity was unavailable and will be added later.

B. Marshall noted proposals for the Diversity Conference are due January 17<sup>th</sup>.

Minutes approved by L. Billionis and M. Livingston.

#### Future Meetings

January 24, 10:00 SPECIAL MEETING

February 14, 1:30

March 14, 1:30

April 11, 1:30

May 16, 1:30

June 20, 1:30

Distributed: 1/21/11