

Diversity Council
December 10, 2014
Meeting Summary

Present: E. Abercrombie, C. Beer, P. Beetem, T. Canepa, G. Glazer, J. Goodrich, T. Guerin, T. Herrmann, M. Hughes, B. Kinkle, K. Kovach, B. Marshall, M. McKinley, L. Newman, S. Ono, M. Reilly, S. Sherman, K. Simonson, C. Smith, D. Traicoff, N. Vincent

Exercise & Debrief/Welcome

B. Marshall opened the meeting with an exercise called the Race Game/Circle of Privilege.

S. Ono thanked everyone for being part of the new Council stating the work that they do is very important, and especially given the recent national events. The UC community is aware and concerned. It is very important to have honest communications and focus on the Diversity Plan moving forward to make UC a diverse and inclusive place.

He thanked all for participating in the exercise as it served two purposes: to introduce ourselves in an environment not typically done to allow all to get to know each other from their past history and experience. Each person was affected by either having privilege or not in our society. It is important to be aware of this and it is the first step to address the disparities in our society and be inclusive to recognize not everyone starts out with the same deck of cards. He challenged everyone to think about how to make an impact in our community.

Members introduced themselves.

B. Marshall asked members to share their thoughts about the exercise; some included:

- Preconceived assumptions were challenged.
- Changed the thought process.
- There is intentional and unintentional discrimination.
- People get caught up in day-to-day work and don't take time to build a relationship with their colleagues.
- It is important to realize not everyone has the same situation as you.
- Use the negative experiences to make a positive change.

It is our responsibility to not be part of the inequality but to become equality leaders and lifting people up to succeed. It is her hope that this conversation will continue. Use the lived experience and book knowledge to make a significant difference on campus. Be intentional of tracking efforts through metrics.

Purpose & Structure

B. Marshall referred members to their binders as she reviewed it. The Council is a university governance committee to build an inclusive community and serve as advisors to S. Ono and her. She stressed the importance to be intentional about removing barriers lifting up strategies and putting them into action. She has brought in C. Gray to partner with University Communications to promote our diversity story to improve the communication effort. As a result of the climate assessment, there will be new

recommendations for implementation. Diversity Council members will be ambassadors in their daily work, data collectors, educators promoting on campus and in our community. The committees are designed to look critically at our goals and advance the particular goal(s). B. Marshall reviewed the committees as they are aligned with the Diversity Plan goals. She asked T. Canepa to comment on the materials for the student goal.

T. Canepa noted that the high school graduate demographics will be changing over the next 10 years and it will affect the college going rate including the underrepresented pool. However, there are other options to make a difference.

S. Ono shared information about his visit to Cristo Rey High School and stressed the importance of working with the teachers and students in local high schools to ensure they are admissible.

In reference to the faculty goal, S. Ono reported on the National Science Foundation (NSF) site visit for the LEAF program (Leadership, Empowerment, Advancement for STEM Women Faculty). While there are many good things happening, they do have some concerns which included:

- Notable absence in diverse faculty,
- Lack of stability and alignment of communications between units, and
- Too much emphasis on who gets credit on what gets done.

He asked Council members to use this information to work collaboratively to improve the climate.

B. Marshall noted the staff section which contained the 2013 utilization report. The 2014 is not completed yet. As a result of the climate assessment, a need was identified for employee resource groups and a mentoring program. S. Sherman is leading this initiative.

B. Marshall referred to the climate and culture section which has a copy of the presentation from the Town Hall meetings.

Tab five included the spend on minority and women owned business.

B. Marshall reported the Council will meet on a quarterly basis with the committees doing work in between these times and then reporting on their activity at the quarterly Council meetings. She will follow up with each of the co-chairs to outline their specific charge. It was noted an onboarding session for co-chairs may be beneficial.

B. Marshall referenced the D&I Resource Liaisons which is a group of representatives from the colleges and units that do the daily D&I work in their units and meet with her on a monthly basis.

S. Ono adjourned the meeting and thanked all for their participation.

Future meetings

March 4, 11:30 am

June 3, 11:30 am

Minutes approved at 3/4/15 Diversity Council meeting