

Diversity Council
Meeting Summary
December 9, 2015

Present: E. Abercrombie, D. Ashwood, K. Bankston, P. Beetem, G. Glazer, J. Goodrich, T. Guerin, T. Herrmann, E. Hudson, D. Juran, K. Kovach, S. Luzuriga, B. Marshall, M. McKinley, L. Newman, S. Ono, M. Reilly, S. Sherman, K. Simonson, C. Smith, D. Waymer

Guests: R. Engel, C. Miller

New Member

Daniel Ashwood was introduced as the new GSGA representative. He is a PhD student and works as a GA in the Ombuds Office.

Safety & Reform Update

R. Engel, VP for Safety & Reform and Professor in Criminal Justice, joined to provide an update on the Safety & Reform work. In addition to her appointment, Greg Baker and Jim Whalen are new members in the UCPD area. Their purpose is to get the facts/message out and they want to be inclusive and hear all voices. She reviewed her handout:

- 1) There was an individual investigation of the Samuel DuBose shooting,
- 2) This investigation went to Hamilton County and the grand jury, and
- 3) Kroll Report conducted a review of the DuBose shooting incident.

The Community Advisory Council has been established and is chaired by Judge West. There are 19 members and is a mix of faculty, staff, students and community members. E. Abercrombie, B. Marshall and A. Naab of the PDC are members as well the CUF and Corryville Council members. Their purpose is to provide us with feedback of where we are going, how to get there and what's happening in our reform efforts. Members will be working particular issues through subgroups. Their website contains all this information and more. <http://www.uc.edu/safety-reform.html> Meetings are open for anyone to attend.

There will be a top to bottom review of the UCPD. A RFP has been issued to request proposals which are due from vendors by 12/21/15. There is a selection committee composed of four administrators/staff and four CAC members. Finalists will be invited to campus to make presentations prior to final selection. This review will give us a blueprint for reform efforts. The CAC will use this document to hold us accountable. They have put in place the following: an early warning system of officers with problematic activity, a data system of citizen contact, increased street level activity, and training of impartial policing training. All levels of officers have gone through training. They are negotiating the MOU between the UCPD and CPD. The original MOU was signed in 2009 and a final agreement is expected by spring 2016.

Questions:

K. Bankston – How will monitoring of the training effectiveness be done? R. Engel replied there is not clear cut measurements in place for training. However, there are plans to annually survey faculty, staff and students on the services they get from public safety. They are also looking at the complaint process and there may be another mechanism put in place.

Is there anyone on the CAC with expertise in dealing with Black youth? R. Engel replied there is a rep from the Urban League, but she can bring in experts as needed.

K. Bankston stated the need to make sure initiatives are included that support relationship building for police with faculty and students. This will help prepare for the university-wide climate survey. R. Engel stated they also need a mechanism to survey the outside community.

G. Glazer shared there are social sciences simulation facilities at UC and could be a potential resource.

R. Engel departed the meeting, but invited all to contact her with any additional questions/ feedback.

Presidential Update

S. Ono reported he and members of his team have met with the Irate 8 group. He has responded to their demands and referred to the timeline and his communications under Tab 6 of the meeting packet. There will be an additional email today about a task force charged to diversify the student body. These different groups will be addressing their particular initiatives and then making recommendations to him. Additionally, he has charged Faculty Senate (T. Herrmann) to explore how to incorporate D&I courses into the curriculum. Another new initiative affects search processes. All candidates will be required to provide a document of their work or vision for D&I. He also noted the recent communication from Black UC and their recommendations. He appreciates their work and has acknowledged them. He will be responding fully and meeting with them in January.

Minutes

B. Marshall asked all to review the draft minutes from the October 1 meeting. S. Sherman motioned to approved; P. Beetem seconded the motion and all were in favor. Minutes were approved.

Supplier Diversity, Community Engagement Update

C. Smith reviewed the update under Tab 3. They have been engaged in several events which include 1) OH/KY Construction Summit; four CEAS students received scholarships; 2) Diverse by Design Symposium; 3) National Minority Development Council in San Diego; and 4) the Ohio Minority Annual Gala. Her office has been asked to provide recommendations of vendors they value to the Port Authority for their Bypass Project. A \$19M construction project for the Sears renovation has been awarded to Megan Construction, a MBE vendor. This is unprecedented and needs to be communicated.

The top ten diverse organizations are:

- 1) Moody Nolan, Inc.
- 2) Superior Talent Resources
- 3) GBEX LLC
- 4) River City Furniture
- 5) Eastern Personnel
- 6) One Lambda, Inc.
- 7) Hightowers Petroleum
- 8) Enriching Spaces
- 9) Office Pavilion APG

10) Core Medial Education

T. Guerin thanked C. Smith for all her work. Due to her efforts, UC's partnerships with diverse vendors has increased and external people are seeking out her advice.

B. Marshall shared she has been involved in preliminary conversations with some vendors who want to use their connections and talents to help UC. She, T. Guerin and C. Smith are working with them to map out a strategy.

The UCF Development Report shows the investments for D&I initiatives for the current fiscal year and last, but it is not a comprehensive listing. S. Ono asked to see the complete list of funds raised on an annual basis for D&I initiatives.

A. Gray is the new Associate Director of Special Interest and Diversity Outreach in Alumni Affairs and will be working with the alumni constituents.

The STEM Hughes Scholars Academy has a newsletter and will continue their efforts to better prepare students to transition to be college-ready.

Admissions Update

C. Miller was a guest in T. Canepa's absence. S. Luzuriaga prepared the materials under Tab 4 which were prepared in response to questions raised at the last meeting. Additional information was requested:

- Include a tab for baccalaureate colleges in the report on race/ethnicity.
- Historical yield data.

The Credit Plus Program shows the high schools participants. There are 942 students for this pilot year. There are very few CPS students as the district insisted they go to Cincinnati State instead of UC. This is a recruiting opportunity/investment and Admissions has: 1) assigned specific academic advisors, 2) holds special events, 3) special reach out with community, 4) monitors their process in the applicant pool. B. Marshall asked to see a report of participants broken down by race/ethnicity.

The Admissions recruiting activities document is a comprehensive listing of activities conducted by Admissions staff only. It does not reflect any activities from the colleges. However, the colleges do have access to this data and can enter their information directly into the Radius CRM system. All college admissions' contacts have this information. A question was asked if the effectiveness of these events is tracked. C. Miller replied there is some historical data, but they will have the ability to know the full results in the new system.

Other reports in the packet included high schools in the 50 mile radius and feeder high schools for first-time, degree-seeking students.

Faculty Update

The faculty report was referred to under Tab 5 that was reported after the November 1 census. K. Simonson asked that it be broken down by college. S. Luzuriaga said it would be too lengthy, but all deans have the capability to access their college information.

CDO Update

B. Marshall referred to her report under Tab 6 that reflected information from the Fall Semester and specifically noted that both the university and the College of Nursing received the HEED Award. CON was the only nursing school in the US to receive this award. The Inclusive Excellence Workshops have been a success and will continue in the Spring Semester (draft schedule under Tab 6) with Tracy DuEst kicking it off on January 28. The AHC will hold a session every Wednesday during February. B. Marshall gave kudos to P. Beetem and her team at Clermont College for their Accessibility Conference which focused on accessibility for e-learning.

The call for proposals is out for the D&I Conference. Please share within your networks and encourage people to submit proposals by the January 15 deadline.

Juan Gilbert, the first African American PhD graduate in Computer Science will be on campus January 27-28.

The YWCA Heart-to-Heart Racial Awareness Breakfast will telecast its keynote speaker, Bryan Stevenson, in the College of Law on March 8.

B. Marshall noted two articles under Tab 7. One is authored by Juan Gilbert and the other refers to including D&I in the RPT process. D. Waymer noted Virginia Tech could be a model for excellence as they use the three areas of teaching, research, and service for faculty to receive full professorship.

OEOA Search Update

S. Sherman reported two finalists were brought to campus for interviews and a recommendation was made to T. Grunow. President Ono will be speaking with the finalists later in the day and contingent upon that conversation, an offer will be made.

Announcements

E. Abercrombie asked for a report, categorized by colleges and race, on scholarships for students of color.

Student applicants and their data should be sent to the respective colleges so these colleges can begin marketing efforts.

E. Abercrombie asked to acknowledge the memory of T. Kershaw. The family is asking donations be made to Greenhousescholars.org.

Minutes approved: 3/9/16