

Diversity Council
April 4, 2012
Minutes

Present: J. Anthony, K. Beck, L. Billionis, F. Bowen, J. Bryan, M. Cureton, R. Cushing, E. Dellal, G. Glazer, C. Goode, A. Hagerty, G. Hand, W. Harris, T. Jones, H. Kegler, T. Kershaw, R. Lee, M. Linger, B. Marshall, D. Merchant, L. Newman, K. Phillips, B. Rinto, K. Robbins, B. Zierolf

Introduction

L. Billionis introduced Carlos Gooden who is the new Assistant Director of Admissions for Diversity Recruitment. This position was created to align with the Diversity Plan and the UC2019 Strategic Plan. He has been in this role since last fall, but served previously as an Admissions Officer. He referred to his invitation to the Council for the Salute to Excellence event on April 10. The event is to connect with students of color who have confirmed admission or are yet to commit with UC. There are 106 students registered along with 164 guests and 47 UC staff. He works with the college admissions officers on their recruitment efforts and plans to dedicate more time to this following the current recruitment season. There are many efforts in the colleges he will coordinate with and will do so in a concerted effort after May 1.

Diversity Budget

L. Billionis reported on the budget process in M. Livingston's absence. M. Livingston has conferred with B. Ambach and S. Ono on behalf of the Council for the budget to implement the Diversity Plan. He identified \$1.5M permanent funds in the budget request. He will be meeting with the Council of Deans on 4/11 to discuss funding priorities and implementation of the Plan. There is no conclusion at this point but the process is moving forward. B. Ambach and S. Ono will make some decisions to recommend to G. Williams. This conversation will be on-going as planning needs to begin immediately for the next year.

L. Billionis reported the 2019 Plan/Academic Master Plan is requesting \$6M and much of that has already been identified to get top priority. There are some diversity items in the AMP which align with the Diversity Plan. Additionally, \$4M has been identified for institutional priorities which the President will define.

G. Hand clarified one-time funds have been set aside for this current fiscal year. A call went out inviting requests for these funds (\$1.5M); this elicited \$10M worth of requests. They were not specific for diversity only, but there were some requests for diversity.

This is a new process for diversity and a never-ending process. Now that the plan has been developed and needs to be implemented, it merits funding but there has been no precedent on how the process should work.

Diversity Templates

B. Marshall distributed and reviewed a synopsis of key learnings from the templates. The two subcommittees have reviewed them, provided feedback and compiled into a document for M. Livingston to share with each of the VPs.

C. Goode asked if an identified amount will be allocated for the diversity budget or will prioritized items be selected for funding. D. Merchant replied there will be prioritization for the diversity plan funds but the Provost has some diversity initiatives in the AMP. G. Hand confirmed some items in the Diversity Plan were duplicative in the AMP and reconciliation was done to remove those items.

L. Billionis stated the Diversity Plan assigns responsibility to top level players (VPs) and they are responsible for getting this done. However, they have to have allies. The activity takes place at the college level. The colleges should not expect a big pool of money. Going forward, it is important to keep sight of priorities. This is a new experience of learning how to connect priorities with the budget. The plan now needs to connect back to the units. If you have initiatives, they need to come forward for the budget process. J. Bryan stated there is a “kitty” where money comes from the colleges – they are taxed. The colleges have not held back and they are the source of that money.

W. Harris noted the templates did not ask for units to request money. His college is using its own money for diversity recruitment efforts and not looking for institutional funding.

L. Billionis noted the templates are not an exclusive/comprehensive inventory; not all initiatives are reported. Creating diversity plans at the college level will be useful with implementing diversity at the institutional level and cultivating the culture.

Evaluation Process

L. Billionis showed a diagram created by M. Livingston that reflects the intended process of actualizing the system of accountability. He has been working with K. Faaborg to initiate the call to VPs for this initial inclusion of diversity in the evaluation process. L. Billionis has discussed this with S. Ono and he wants to find a way to loop this into the decanal level as quickly as possible.

G. Hand clarified there is no “kitty” of money. There is no open pool of money that is not assigned. The really important step the plan took was identifying strategic initiatives and moving them forward in alignment with the UC2019 Strategic Plan. There are no unassigned funds. Funds will be allocated to strategic requests.

F. Bowen asked if there will be an assignment of funds to diversity or the CDO. He recalls from the past \$350,000 being assigned to the CDO or the Council and asked if these funds will continue next year. G. Hand replied there was funding assigned to the CDO who distributed those funds on the recommendation of the Diversity Council. L. Billionis said there have been funds that were assigned to the CDO, and they can be repurposed year to year. The funds have been used for grant programs, Provost’s grants,

Diversity Conference, etc. The focus now is the priorities identified in the plan. Funds will be allocated to where the work is being done i.e., the initiatives.

M. Livingston shares that over the past several years, funds have been allocated to the following: Provost Office for faculty recruitment and retention, Office of Equal Opportunity for staff development, RAPP, LGBTQ, Diversity Conference, Incentive Grants, Ethnic Receptions, Young Banker's Program, supplier diversity enhancements, and many other selective programs and activities.

Diversity Bulletin

B. Marshall reported the Communication Subcommittee will determine how to utilize all the information from the templates to share with the entire university and will develop a bulletin. She highlighted the areas being proposed and stated it will link to the plan and be produced in both print and online. A section will be "ask the expert" and the experts will be members of the Diversity Council. Questions will be presented and members of the Council will be asked to provide an answer for this column.

Diversity Conference

L. Newman reported on the event and asked for assistance from all to get people registered. Need representation from all units. She distributed posters to get the word out.

Announcements

Hagerty reported this is Enough is Enough Week – campaign against societal violence. He encouraged all to sign the pledge

2011-12 Meeting Schedule -- All meetings begin at 8:30 AM in 320 University Pavilion.

May 2 - cancelled

June 6 – to be rescheduled

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