

Diversity Council  
May 22, 2008  
Minutes

Present: E. Abercrombie, E. Akpinar, C. Berryman-Fink, G. Dent, K. Faaborg, H. Kegler, A. Leonard, M. Leventhal, B. Marshall, R. Martin, M. McCrate, C. Miller, E. Owens, N. Pinto, B. Rinto, K. Robbins, R. Rosensweig, K. Simonson, M. Stagaman, G. Wharton

Absent: D. Acosta, L. Bilonis, C. Collins, S. Downing, M. Hall, G. Hand, J. Heisey, A. Ingber, M. Livingston, D. Meem, D. Merchant, L. Mortimer, M. Spencer

Chair Report

C. Berryman-Fink reported she and M. Livingston met with the Council of Deans and discussed the 2008-09 budget. They were pleased with the \$150K allocation for faculty and staff recruitment and inquired how the funds would be spent; details are not finalized. They presented the document, "Diversity at UC: A set of best practices", which is the revised "Minimum Threshold" document. The deans found it helpful and reported many items in the document are already being done in the colleges and units. They regularly have diversity on their monthly meeting agenda and suggested regular visits to these meetings by C. Berryman-Fink and M. Livingston. **Comments on the "Best Practices" document are welcome and can be sent to G. Hand.** An electronic copy was sent to the Diversity Council following the meeting.

C. Berryman-Fink reported on her participation in a webinar given by the VP & Vice Provost of Equity at Minnesota. It confirmed many of the things UC is doing right (CDO appointment, best practices document, web site, dialogue sessions), but addressed issues (integrate diversity in all planning efforts of the university, developing grant writing expertise, focus on accountability/metrics/perception/climate issues, integrate diversity into the intellectual community) we still need to address.

Diversity Inventory

B. Marshall reported she contacted those who submitted inventories and asked them to view their colleagues' inventories online and make re-submissions if necessary; only one was received. She distributed the new inventory summary which reflects 678 initiatives across the university. This information can be viewed on the web site. The initiatives need to be probed further to determine if they are substantive; need more specific information about each program's activities to assess its value. A model should be provided to the individuals running the programs to ensure consistent evaluations. C. Miller noted she received an example of an evaluation model from the Diversity Conference she attended in Denver. **She will share this with the leadership team.** A vehicle is needed to share best practices/initiatives across the university.

Diversity Web Site

A recommendation was made that the diversity web site should have a prominent link on UC's home page; all agreed. **This will be addressed with the leadership team.**

### Diversity Conference

B. Marshall distributed a proposed outline of the conference which will be held in the spring of 2009. The Diversity Council needs to play a big role in developing the conference and how it is promoted. The audience will be the university community. She is looking for individuals to provide proposals for the sessions. Council members are invited to serve on the planning committee; G. Wharton volunteered. **Others should contact B. Marshall directly.** K. Simonson recommended the conference should not only address best practices but should also address the challenges the university faces in becoming more diverse.

### Budget

C. Berryman-Fink reported President Zimpher approved the \$366K submitted through the Council and it is subject to approval by the Board of Trustees at their June 24th meeting. Once approved, appropriate sub-committees/parties will be notified to proceed with implementation.

### Diversity Fundraising

C. Berryman-Fink reported many have inquired about fundraising efforts and specifically how the \$4M gift will be allocated. Additionally, there is a petition circulating throughout campus in support of a LGBTQ coordinator position and many asked if this money could be used for this position. The President controls these funds and only the interest made off the gift (approximately \$250,000) will be used and she has directed this to the Cincinnati Pride program. C. Miller noted the gift agreement specifically stated the money was to be used for scholarships for women and students of color.

### Communications

B. Rinto noted there is both excitement and frustration on campus and there is a need for better communication. There needs to be more communication than just Council members speaking to their constituents. No official announcement/statement/update from university officials has been issued since the CDO appointment about the status of the Council's work. Therefore, people are making false assumptions. E. Owens suggested a communication would include an update on the 52 recommendations, quick wins and focus of the three-year plan. B. Marshall noted the communication plan created by G. Hand and all should use the language provided; a narrative is in the process of development. **C. Berryman-Fink recommended that a portion of the next meeting be devoted to the communication process.**

### Graduate Housing

E. Akpinar requested a committee be formed within the Diversity Council to address the Graduate housing issue. **B. Rinto asked that this item be on the agenda for the next meeting.**

### Investment Funding Program

N. Pinto reported the budget has allocated \$50,000 for this program. He and a task group prepared a draft of the proposal which was distributed with the agenda. He reviewed the

proposal and reported the focus for this year's proposal will be student recruitment and retention. **If specific objectives should be identified, send suggestions to him.** Matching funds will be encouraged, but not required. He hopes to issue the call for proposals in the fall with a submittal deadline prior to Thanksgiving; review of proposals will occur between Thanksgiving and Christmas with a final decision being made the first of the year. There will be a reporting requirement. Suggestions included 1) proposals based on enhancing existing efforts should be given priority, 2) population of student recruitment and retention should be defined, i.e., undergrad/grad, race & ethnicity (many supported the idea of limiting it to race and ethnicity only), 3) the addition of unit head approval, 4) proposals should include how it relates to the larger institutional planning. **Additional feedback should be sent to N. Pinto. He will incorporate feedback and work with M. Livingston to finalize.**

### Future Role of Diversity Council

C. Berryman-Fink reported questions have risen about how the Council will address policy issues. Suggestions included:

1. Sub-committees could review university policies pertaining to their respective areas
2. Work within the existing governance structure and make recommendations to Executive Committee and/or President's Budget Advisory Committee
3. Determine if the Council is considered a "university committee", then it would have the empowerment to address these issues in the existing governance structure
4. HR is creating a policy on policies; need to find out responsible party and invite them to provide more details to the Council
5. Invite M. Rimai to address the Council about how policies work in the existing structure so all have a complete understanding and work accordingly
6. Policy proposals can be presented to the Council and if endorsed, make a recommendation to the President to issue an Administrative Memorandum

B. Rinto specifically asked about the proposed changes to the Non-Discrimination Policy to add gender identity. Many bodies have reviewed the proposed change and the students have presented it to the Diversity Council; there needs to be a response.

**This issue will be on the next agenda for further discussion.**

### Three-Year Plan

C. Berryman-Fink reported there are many goals and objectives from the Diversity Task Force that are yet to be addressed going forward with plans for 2009-10 and 2010-11. Sub-committees should review these and then determine their next priorities as well as consider expanding to a broader scope beyond race and ethnicity. E. Abercrombie cautioned that it is likely to take three years to achieve the goals for race and ethnicity and while broadening the agenda to address other areas is fine; this initial focus should not be lost.

E. Abercrombie expressed his concern that there appears to be no discussion on some recommendations, i.e., increasing scholarships for students of color. Additionally, the President sent him a note affirming her commitment to the African American Cultural & Research Center (AACRC), but there has been no action on moving forward with this

recommendation. He suggested the leadership team should look at recommendations that have not been discussed yet. C. Berryman-Fink stated recommendations from the Diversity Task Force report that are not addressed in this first year will become part of the forthcoming three-year plan.

### Announcements

G. Wharton was congratulated on achieving his doctorate.

C. Miller received the release of the SSI survey in March which randomly surveyed 4000 undergraduates with a 25% response rate. The good news is undergrads reported seeing enhanced activity on diversity. Results are attached to the minutes.

R. Rosensweig reported Student Government is establishing its own diversity initiative.

Minutes approved by C. Berryman-Fink and M. Livingston.

### NEXT MEETING

June 25, 2008, 10:00 AM

Distributed: 5/30/08