

President's Committee on Diversity Meeting Minutes

2/13/2015 1:30 to 3:00 604 Cohodas

Members:

Shirley Brozzo, Associate Director, MERC

Anthony Carlson, Student

Zac Cogley, Associate Professor, Philosophy

Jill Compton, Internal Auditor

Larry Croschere, Student

Dominic Davis, Peter White Public Library

Joshua Garnett, Student

Tim Greeley, Adjunct Professor, Criminal Justice

Amy Hamilton, Associate Professor, English

Rachel Harris, Director, Center for Student Enrichment **(Co-Chair)**

Martha Haynes, Vice President for Advancement

Janet Koski, Dir-Dvrt/EO Ofcr/ Title IX Coord.

Mike Martin, Lutheran Social Services / Voices for Youth

Susan Morgan, Coordinator, International Programs

Troy Morris, Student

Madison Ngafeeson, Assistant Professor, Comp. Info. Systems

Steve Neiheisel, VP, Enrollment Management Student Services

Erich Ottem, Associate Professor, Biology **(Co-Chair)**

Don Peterman, Crime Prev/Com Policing Spcst, Public Safety

Martin Reinhardt, Assistant Professor, Native American Studies

Sarah Reynolds, Marquette City Commissioner

Andre Stringer, Student

Kevin Stulz, Associate Director, Admissions

Tony Tollefson, Coordinator, International Programs

Tracy Wascom, Assistant Professor, Art and Design

1. Call to order

Shirley Brozzo, Anthony Carlson, Larry Croschere, Joshua Garnett, Tim Greeley, Amy Hamilton, Rachel Harris, Janet Koski, Troy Morris, Madison Ngafeeson, Erich Ottem, Martin Reinhardt, Andre Stringer, Tony Tollefson, Tracy Wascom

2. Approval of agenda and minutes

2.1 Approval of agenda for 2/13/15

Troy motioned, Zac – second, Approved

2.2 Approval of minutes from 1/16/14

Marty suggested an addition of his concerns regarding the Chief Diversity Officer that were stated during January's meeting.

Tony – motion to approve with the addition of Marty's statement, Amy – Second, Approved

3. Department Head Survey

A discuss took place regarding question one of the survey. Instead of having the respondent define diversity the question will be deleted and additional statements will be added to the University Diversity Statement. This will aid in the respondent having the appropriate tools to take the survey, as well as making it low stress on them.

Rachel, Janet, Madison and Amy will work on developing a statement that includes the diversity statement, recruitment and non-discrimination statements.

A concern about if question four had anything to do with diversity was raised. This question is the action piece. The word 'innovation' will be changed to match rest of wording within survey. Amy suggested changing one of the answers to "Far from ideal."

4. Review of MLK Week Activities

Day of service events had approximately 150 student volunteered. Additional organizations were able to receive donations than initially planned. The MLK March was a success which then transitioned nicely into the Peter White Lounge for presentations. On Friday, the Drag Show had its largest attendance.

Brian Sims had over 100 attendees at his presentation. There was one student who came to Shirley with the concern that they did not have an African American speaker for MLK day. Channel 10 News reporter called to discuss Brian Sims (student issue) but indicated she didn't want to hear reasoning when Shirley tried to explain,

5. Reporting Campus Incident Reports

Erich has shared the form that is utilized for the science departments concerning any incidents reports with animals in the lab as an example. Janet expressed concern about what this tool would be used for due to confidentiality and concerns/issues already being distributed to appropriate departments. If the committee was made aware of these instances training/education opportunities could be developed. The committee discussed that the Chief Diversity Officer should be made aware of these occurrences, but he/she would not be able to know all the specific details. Developing a forum for students to have a place to go to express a situation was brought to attention. Erich distributed via e-mail a link from Washington University that illustrates their reporting situation for the same topics.

- <http://diversity.wustl.edu/students/mosaic/bias-report-support-system/bias-report-form/>
- <http://diversity.wustl.edu/students/mosaic/bias-report-support-system/>

This topic will be added to March's agenda. Additional research is going to be conducted by Marty and Erich.

6. NCORE Conference

6.1 May 26-30 in Washington, D.C.

6.2 E-mail Erich if interested in attending

Erich has received one request so far. There is funding for 4 available.

7. Updates

7.1 STEM Proposal

It was suggested to Erich to submit this proposal directly to President Erickson. Marty made a motion to submit the proposal to President Erickson. Rachel-second, Approved

7.2 Chief Diversity Officer

Erich & Rachel are co-chairing the search committee. There are 15 total members on the committee. They will be conducting their first meeting soon with the goal of creating the job description. The president's suggestion is to keep the job description simple.

7.3 Black History Month

Black Student union will be having students dressed in character on February 18th from 12-4pm. They will also be showing a video of students expressing their experiences on campus on Friday, February 20th.

MERC has a movie showing each Friday of the month in the Hedcock Atrium from 1-3 pm. They are also working on bringing Akiba Solomon on February 25th to discuss Black Women and the Police.

Jasiri X was here on Feb. 11th. He did a presentation on Ferguson.

David Pilgrim from Ferris State to talk about Jim Crowe museum at Ferris will be a presentation in the coming months.

7.4 Women's History Month

Gender Working Group has Michael Koffman to speak on ‘Stopping Violence Against Women’ on March 10th. He will also meet with the sexual assault taskforce during his visit.

The Art department has several artists lined up. There is a skype presentation set up for the topic of Gender Identity.

Women in Leadership will have a presentation encouraging female students to go on for advanced degrees. They will have newly hired female faculty at the discussion.

8. Subcommittee Reports

8.1 Budget - tabled

8.2 Diversity in Hiring - tabled

8.3 Programming - tabled

8.4 Curriculum - tabled

8.5 Branding and Promotion

Lucy Hough is our contact within IBM for updating the website. The committee needs to just provide her with the information to place on the website. Tracy has agreed to be that contact with Lucy. She will collect the updated information and get in contact with Lucy to get it updated. It was suggested to put up a blurb about the new Chief Diversity Officer position.

8.6 Survey & Data - tabled

9. Good of the order

Erich gave the information for the presentation ‘Evolution is for everybody’ taking place at 4pm.

International Office is having Korean night in the Hedgcock Atrium today.

A conversation on the AAUP that started as information about Darwin week events turned into including diversity. The true purpose of the list serves is suppose to be for union business. The concern about faculty just deleting e-mails after similar conversations occurring is a concern. The topic will be added to March’s agenda.