

Diversity Committee Meeting
October 9, 2020

- I. Welcome student representatives: undergraduate students Johnny Irias and Naomi Murphy and graduate student Kaylen Vine
 - II. Recruitment and retention
 - A. Undergraduate students
 - 1. Conference on Diversity in Research – October 3rd
 - a. Attendee information
 - 103 attendees: 64% undergraduates, 22% graduate students, and 14% faculty or staff
 - 24 different states/territories represented: 21/103 from Marquette
 - b. What went well? What to consider for next year?
 - B. Graduate students
 - 1. Graduate school application
- III. Undergraduate curriculum revision
 - A. Review summary table and APA recommendations
 - B. Meeting with Undergraduate Committee on Tues Nov 3rd at 3:30
- IV. Diversity-related programming
 - A. Colloquia
 - 1. Follow up on Graduate Student Town Hall held Oct 8 2020
 - a. Questions raised
 - b. Request to post agenda and/or minutes on webpage
- V. New/Future Tasks
 - A. Next meeting- November 3, 2020

Article VIII. The Diversity Committee

- A. The Diversity Committee has the mission to foster an environment that values and cherishes the diversity of the individuals in the department and also promotes multicultural awareness and competence of the faculty members, staff, graduate and undergraduate students. Diversity is broadly defined to include differences based on ethnicity, faith, gender, sexual orientation, age, language, socioeconomic status, nationality, culture, and ability.
1. The committee shall consist of at least four faculty members, elected by the voting faculty of the department, one graduate student, and one undergraduate psychology major. The graduate student will be elected by graduate students in an election from a slate of nominees who were self or other nominated. The undergraduate student will be elected by psychology majors from a slate of nominees provided through faculty nomination. Elections should occur in September to ensure full participation of students throughout the academic year.
 2. Faculty members of the committee shall ordinarily serve for two years, with at least one member ordinarily elected each year, though in the first year of the committee's existence at least one faculty member shall be elected for a one-year term. The student members of the committee will ordinarily serve for one year, but may, if available, be re-elected for a second year.
 3. It shall elect its own chairperson annually.
 4. It shall meet at least one time each month during the academic year or more often as necessary to meet the needs of the department.
 5. It shall report its actions and recommendations to the department at regular intervals.
- B. The Diversity Committee is entrusted with the following duties and responsibilities:
1. To consider and consult on all matters related to diversity, as defined above, referred to it by the department chairperson, the Executive Committee, Graduate Committee, Undergraduate Committee and the department as a whole, or individual faculty members. When appropriate, the diversity committee shall work collaboratively with department and university committees to achieve the Committee's mission.
 2. To facilitate department member's intellectual growth and awareness of multicultural issues by recommending and/or developing diversity-related programs and initiatives within the department. These should be developed for the benefit of graduate students, undergraduate students, and faculty and staff members.
 3. To develop and implement strategies to recruit individuals from diverse backgrounds. This includes recruitment of undergraduate psychology majors, graduate students, and faculty and staff members. At least one member of the diversity committee should be included as a consultant on faculty hiring decisions. At least one member of the diversity committee should be included in the graduate committee student selection meetings.
 4. To develop and implement strategies to retain individuals from diverse backgrounds. This includes retention of undergraduate psychology majors, graduate students, and faculty and staff members of diverse backgrounds.
 5. To facilitate an environment that is supportive of individuals from diverse backgrounds.
 6. To facilitate an environment that promotes open discussions where a diversity of opinions and ideas are voiced and considered before making departmental decisions.
 7. To provide guidelines, advocacy, or support for dealing with faculty, staff, graduate and undergraduate student's grievances that are based on discrimination or prejudices related to their diverse identities.
 8. To conduct assessments of the climate of the department in regards to diversity issues at least every two years. The committee will assess the needs, strengths, and weakness of the department in regards to diversity issues.