Committee on Diversity & Equity
Meeting Minutes
Sept 10, 2014, 9-10 AM

Present: Jean Grow (Chair), Monica Adya, Susannah Bartlow, Ed de St. Aubin, Josh Knox, Christle Jones, Kali Murray, Alyssa Voboril, William Welburn

1) New member, Alyssa Voboril, was introduced.

2) Meeting minutes for May 14th, 2014 were approved with minor amendments related to spellings of names and titles.

3) Future meeting days and times were discussed. Committee will continue to meet 2nd Wednesdays of each month from 9-10 AM.

4) Discussion of Focus of CDE efforts in AY 2014-2015

   • Agenda for this year should stem from listening sessions from AY 2013-2014. Jean Grow had sent the community summary report to the Provost with four main suggestions – improved bias internal reporting, faculty education on diversity, tracking continuing with gender equity reports but also examining minority issues, and institution of a faculty level diversity award.
   • After discussion, three key focus items were identified for this year:

   a. Bias Reporting.
      • Before moving further with this, discuss as a committee what are the issue and needs around bias reporting.
      • Recommendations should be based on the above discussion.
      • Along with gender data, the committee will look at race and ethnicity reports.
      • Challenge is that no single office is empowered to work with these issues of reporting.
      • Further clarity is needed on the scope and meaning of bias reporting.
      • Discussions need to be had with HR to understand bias reporting.
      • The committee also needs to look at best practices and standards in the field.

   b. Engagement with Department of Public Safety
      • Initial intent would be to initially understand how DPS works, why it follows the practices that it does, and what the legal ramifications are. For instance, it is well understood that DPS receives some of the most intense diversity training but what is covered in that and who provides it is not as clear.
      • DPS may be going through a transition with the new state regulations regarding creation of university-affiliated police departments. If this transition is approved, it is important for us to know why this is good and what the implications are as related to diversity.
• Considering this potential for a transition, it was decided to engage with DPS sooner than later. Meeting will be set up with DPS.

c. Diversity Award For Faculty at Pere Marquette Dinner
• Committee needs to make a recommendation to the Provost on process and criteria for granting of this award.
• After some discussion on whether the scope of the award should be expanded to include staff and students, it was agreed that a faculty-focused award is the best approach for several reasons:
  a. Students have their own award.
  b. Staff committees should be encouraged to institute these awards as well as part of their annual award events and staff are not part of CDE’s preview.
  c. The intent of the award is to encourage faculty, whose typical job description does not include diversity requirements, to consider diversity issues more openly.
• As a model, University of Iowa gives a faculty award and a unit award.

ACTION ITEMS for next week:
• Kali Murray will work with Christie Jones to research Clery Act
• Ed St. Aubin will look at some research into how campus police can impact the university’s climate.
• Jean Grow will
  o send committee charge for the year to the committee.
  o set up a day for DPS to visit with the committee.
  o work with Gary Meyers to examine selection process and standards for Pere Marquette awards.
• Alyssa Voboril will look into the standards for the Golden Rose awards.
• William Welburn will gather variables that could be used when making a request to Provost to provide tracking data on diverse faculty hires.
• Susannah Bartlow will gather primary data on bias reporting initiatives at other institutions.

NEXT MEETING
October 8th, 2014 – Zilber 470