Committee on Diversity and Equity
Date: November 13, 2013
Meeting Notes

Attended: Monica Adya, Daniel Garcia, Jean Grow, Cristle Jones, Alison Libera, Kali Murray, Josh Knox, Karen Robinson, Ed. de St. Aubin, William Welburn
Absent: Susannah Bartlow & Kerry Egdorf,

I. Approval of Minutes the October 9, 2013 Meeting Minutes
   a. Student Representatives Voting Privileges
      i. Motion (made by Ed de St. Aubin): Student representatives of CDE to have voting privileges w/ the clear understanding that items discussed in meetings are to remain confidential. Furthermore, student representatives may be asked to excuse themselves temporarily from the meeting due to faculty-sensitive items.
      ii. 2nd by Karen Robinson
      iii. Vote: 5 in favor; none opposed; no abstentions
      iv. Motion Passed

II. Introductions
   a. Professional Student Representative:
      - Cristle Jones, Year 2 law student

III. Discussion Letter to Chris Miller (SMART)
   a. Jean recommended sending a letter to Dr. Miller inviting him & Chris Daood to attend a future CDE meeting to clarify the proposed “model change” that was presented to Jean & Lisa Hanson last year re: the dismissal of Sue Cooper, coordinator of sexual violence and advocacy services.
   b. The committee agreed that Jean should call Drs. Miller & Daood to attend CDE’s December meeting to clarify “new model.”

IV. Debriefing: Faculty Listening Session
   a. Session held on October 25, 2013 (9-11:30 am)
   b. Facilitating session: Jean Grow, Kali Murray, & Monica Adya
   c. Detailed written summary was supplied to CDE members
      i. “Robust” discussions
      ii. Used SWOT (Strength, Weaknesses, Opportunities, Threats) model
      iii. Majority of discussions focused on race issues; gender & sexual preference issues not discussed as much
      iv. DPS: surprisingly a huge issue
1. The unfair treatment & portrayal of African American male on & off campus

v. CDE facilitators had participants prioritize suggestions for improvement (written summary also supplied to members)

V. Student Session Preparation
   a. D. Garcia & A. Liberia to facilitate Student Listening Session: 11/14/13 3-5 pm AMU Room 163
   b. Committee members discussed various methods in which student facilitators may approach the session.
      i. Priority Setting is important
         1. Emphasize the purpose & the “authority” of CDE
            a. “here to listen & collect data”
   c. Discussion on whether faculty member of CDE should be present to be available for situation out of the scope of the student facilitators. For ex.
      i. Issues such as personal/ sexual violence (which would need to be reported)
      ii. Controlling student emotions, etc.
      iii. Both students felt “comfortable” with facilitating session & felt confident in their ability to conduct & manage the participants; thought that students may be reluctant to speak freely if known faculty were present
      iv. Suggested to ask Sussannah Bartlow &/ or Callie (unsure of last name) to be present at the session. Daniel to inquire.
      v. All CDE members to promote student listening sessions w/in their respective colleges to induce good student turnout

VI. Tabled
    a. Discussion on how to share listening sessions information w/ Andrew Seifert (STARS) & Zach Bowman (MUSG)
    b. Review email communications w/ Provost
    c. Review data shared by Provost
    d. Causes & concerns for the greater good

In an effort to discuss the aforementioned tabled items, the committee agreed to extend our next meeting to a 2-hr meeting, scheduled for 8:00-10:00 on December 4, 2013.

Respectfully Submitted by: Karen Robinson