Diversity Task Force
November 20, 2009
Meeting Notes

1. Provost DeHayes indicated that the Academic Plan is in final form and task forces were being constructed which will make recommendations for actions for meeting the goals within the plan. The Diversity Task Force is charged with developing actions for implementing Goal 5:

**Ensure a campus climate that celebrates difference and creates a rich learning community built upon respect, inclusion, and understanding of issues related to class, race, gender, sexual orientation, ability, religion, and culture.**

2. Trish Morokoff and Christina Knoll provided the task force with an update on the events surrounding recent hate incidents on campus and responses of the community to these incidents. Christina made a number of suggestions that might be implemented to improve the campus climate and encourage inclusion:

   a. Learn about the history of U.S. racism and other exclusionary attitudes and practices
   b. Learn about diverse cultural rituals, hairstyles, food, dance, clothing, etc.
   c. Student leaders can visit classrooms to speak of their different experiences
   d. Experiment with seating in Dining Halls to encourage interaction among diverse groups of students
   e. Increase diversity training in the residence halls
   f. Integrate diverse cultural activities and celebrations with other events on campus, rather than compartmentalizing them at different times during the year

2. Discussion ensued in response to the report by Trish and Christina. The main points are listed below:

   a. Director of Residential Life needs to be brought into the discussion regarding potential solutions
   b. General Education curriculum revision is necessary; student input on task force is needed. The Brothers United in Action report has outlined a number of recommendations here. Laura will get this report to the task force on the December 9th meeting.
   c. One course may not be enough but it may lay the groundwork for other activities
   d. Graduate students need a course on multicultural competence also
   e. Need to provide students “safe spaces” to explore these issues
   f. Students need multiple exposure experiences
   g. Need to go beyond “Diversity Week” and have multicultural activities become the norm on campus rather than isolated into one week
h. Some question the value of having one academic course on multicultural competence. Students may see this as another hurdle to jump and may not be the best vehicle for reaching all students
i. Need a plan to reach those in Residential Life, those not in Residential Life, and those involved in curriculum development and delivery
j. Courses and other actions may not get students to internalize multicultural values; however, we can work on changing behavior and consequences of behavior
k. Need to hire faculty of color also; this committee could make a big contribution to this goal
l. Need to hire or develop more faculty who have multicultural competence, no matter what their race, ethnicity, gender, etc.
m. Need to focus on developing learning and learning outcomes for courses on multicultural competence in the 21st century
n. Packaging is important; other experiences such as travel courses and experiential/service learning also need development

Our next meeting is December 9 from 3-4:30 PM in the University Club. We will form subcommittees and begin organizing for next semester’s work. We also will have a short lesson on Sakai, the web-based tool for managing communications and sharing resources and ideas among the task force.