



University Diversity Council Minutes

August 14, 2020

Zoom

Attendees: Gifty Ako-Adounvo, Mary Grace Almandrez, Jacquie Britto, Marland Chang, Erin Earle, Maling Ebrahimpour, Corey Fernandez, Michelle Fontes, Trish Morokoff, Eileen Orabone, Kristina Perrelli, Jen Riley, Mary Stanley, Annemarie Vaccaro

Absent: Lulu Alyrati, Nisa Ghonem, Brian Heikes, Holly Nichols, Martha Rojas, Jacqui Tisdale, Kristina Perrelli

I. Welcome and Announcements

The meeting started with the UDC members introducing themselves to Kara Larsen, the new Assistant Vice President for Enterprise Risk Management.

II. Update on Campus Climate Survey

Mary Grace gave a brief update about the campus climate survey. She let the group know that she, Jen, and Eileen met virtually with the consultants and were able to talk through the timeline and make sure we have the meetings in place. She indicated there were a couple of changes in the dates of the initial meetings. The original dates were supposed to be September 15th and 16th, but they have been changed to September 14th and 15th. There will be a drop box for everyone to access the information and contribute virtually, if you are not able to make the meetings. The other dates of the meetings will be October 19th and 20th and November 17th and 18th. The survey working group will work on the survey development, going through the set of questions throughout the fall semester. Eileen will send the meeting invitations to everyone.

III. Title IX Presentation and Discussion

Kara Larsen gave a presentation about the existing Title IX policy and procedures and discussed the new federal regulations and guidelines that went into effect today. The PowerPoint presentation is available in the UDC Google shared folder. Kara's presentation was followed by a question and answer period.

IV. Subcommittees

Mary Grace let the group know that she did share the concerns of the UDC regarding communication with the Senior Leadership Team. She let them know that the SLT had a discussion about the importance of the UDC and making sure they are keeping the lines of communication open. They also re-reviewed what the UDC charge was, so that they are aware of what we are doing in terms of providing recommendations. Mary Grace also let them know that we were meeting in the summer and that we have been going through some topics and getting educated about them, so that when the UDC does make formal recommendations to the SLT, we

have done our due diligence in researching topics. She indicated that they were very appreciative of that.

Mary Grace indicated that one of the things that Jen and she have been talking about was starting to create subcommittees. She talked about the different topics that CED has been hearing about through listening tours, symposia, and different consultations with Dr. Ravello. The topics include: the need to hire, retain and advance more Black faculty and staff; curriculum development across the colleges (including an audit and review of existing courses), and professional development. Michelle Fontes also suggested having a subcommittee to identify people who are working on diversity issues/race relations in each of the colleges/units and how they can collaborate with one another. Mary Grace mentioned that she recently had a meeting with the current diversity coordinators in four of the colleges, and it did not seem that there was consistency around their specific responsibilities. There was additional discussion about which colleges have diversity committees and whether or not they are active. Also, it was pointed out that the diversity committees may need guidance. Mary Grace mentioned that the Council of Deans was meeting in the next week for their retreat. At the retreat they are having Dr. Kathy Obear who will help them unpack issues related to white privilege, and a self-reflection around racial identify. Mary Grace will also be leading a discussion on college-level action plans to help them develop job descriptions for diversity coordinators in each of their colleges. She also mentioned that the SLT will be doing some training over the year, as well. It was noted that it would be good to know the timeline from the President and Provost as to what the process will be for hiring the diversity coordinators.

Other suggestions for subcommittees:

- Branding - how do we brand the UDC for the students? How will UDC help the students?
- Professional Development/Training for UDC
- How to diversify our graduate student population

Mary Grace stated that she will put the suggested subcommittee list in the Google Drive, and members can add to the list and sign up for ones that they would be interested in.

V. Agenda items for next meeting:

Report out of COD Retreat

Subcommittees