



University Diversity Council (UDC) Minutes

March 19, 2021

Zoom

Attendance: Gifty Ako-Adounvo, Mary Grace Almandrez, Jacquie Britto, Erin Earle, Eileen Orabone, Kristina Perrelli, Jen Riley, Martha Rojas, Jacqui Tisdale, Annemarie Vaccaro

Absent: Lulu Alyrati, Michelle Fontes, Nisa Ghonem, Mary Stanley

I. Welcome and Updates

Mary Grace reported that the information for the NCFDD membership has been posted on the CED website and has been very successful.

II. Approval of Minutes

The January 8th and February 5th minutes were approved with no changes.

III. Campus Climate Survey

Updates were discussed for the campus climate survey. Items discussed were ideas on how to get the word out to the students about the survey. Suggestions included putting another announcement out on Brightspace, Marketing/Communications putting out a March Madness bracket email, more influencer videos and having a banner put at the top of the Rhody app. Discussion continued about more ways to get to the students and the messaging of the word “climate,” and an update on the distribution of paper copies to classified staff. Mary Grace encouraged everyone to keep coming up with ideas, and she let everyone know that the drawing for the prizes will continue up until April 8th.

IV. Prioritize Recommendations

There was discussion about the subcommittee reports that were presented to the committee members at the March 10th meeting. Mary Grace suggested that the committee go through the recommendations to see if there are ones that are completed or in progress. She indicated that we need to get to a point where we prioritize what the committee would like to put forward to the President. She also stated that she wants to make sure that whatever the council is recommending, that it is in concert with what’s happening across campus and that we are not trying to duplicate efforts, but to make sure that the priorities that we as a council are moving forward, have also been vetted. The committee then decided to use the remaining time of the meeting to go through each of the reports to start prioritizing the recommendations knowing that they might revise their reports slightly. Some of the things discussed were that we need to be clear as to which

recommendations require funding and which ones do not due to the fact that the resources for funding for next year will be limited, and which ones will be the top priority.

- A. Campus-wide Efforts and Professional Development
- B. Curriculum
- C. Faculty and Staff of Color Recruitment and Retention
- D. Graduate Student Diversity

V. Next Steps

After the discussion, it was decided that each subcommittee group would submit their recommendation reports to the Google drive by Friday, April 2nd. Then they will compile and put a document together to review by the next meeting which is April 30th.

Next CSWG Meeting is April 16, 10:00 – 11:30 am

Next UDC Meeting is April 30, 10:00 – 11:30 am