Minutes from the Joint Planning Meeting of the

AFFIRMATIVE ACTION ADVISORY COMMITTEE

FACULTY SENATE DIVERSITY COMMITTEE

Friday October 2, 2009

Present: from the Affirmative Action Committee, Greta Gaard (Chair), Travis Tubre, J. Michael Roy, Imtiaz Moosa, Donna Robole, Ashley Olson, Bryan Bodrog, Barbara Stinson, and Craig Morris; from the Diversity Committee, Rellen Hardtke, Many Manke, Jose Vega.

The meeting was called to order at 3:00 p.m. and introductions were made.

1. Discuss the charges and duties of each committee
   a. AA/Diversity committees overlap in that both are interested in the Work/Life study, the Campus Climate Study, and the Sub-Committee on the Status of Women report. A Diversity and Inclusivity committee has been formed to combine several committees, and this group will study the results of the Campus Climate study. AA has requested to be part of that committee.
   b. AA/EEO Committee provides oversight to the AA/EEO Officer, supports the Diversity and Inclusivity Committee, and addresses compliance issues on protected categories. It sets the “floor” for policy and practice.
   c. Diversity Committee is broader and more proactive, striving for greater diversity on campus, moving beyond the “floor” to raise the roof.
   d. Craig Morris proposed a Diversity Leadership Committee, that would include Human Resources, Instructional Technology, Diversity and Inclusivity, and Women’s Studies to work on the Campus Climate study, equity scorecard, and “inclusive excellence.”

2. Review the AA/EOE plan – will be distributed with the minutes, and reviewed at the next joint meeting.

3. Identify focus areas for 2009-2010 as well as long-range goals
   a. Campus wide trainings on diversity; mandatory trainings for all campus?
      i. GLBT Ally training – Wed. October 14, 6-9 p.m., Kinni Theater
      ii. Trainings have been voluntary only, and participation is incredibly low. To make changes, leaders must set an example. Expectations should be put in place, and resolutions issued from Unit heads. True cultural changes are needed for this campus to be truly welcoming of diversity.
   b. Four actions for AA/EEO
      i. AA Plan 2009-2010
      ii. Equity Scorecard
      iii. Outline for Dean’s Plan
         1. Diversity goals for faculty and staff
         2. Training opportunities around diversity
3. What are you, the Dean, doing personally?
4. What is your plan of response to discriminatory speech/behaviors?
   What have your responses been in the past to hate crimes, racial bias incidents, etc.?
   iv. Inclusivity Scorecard
   c. Diversity Committee Projects
      i. Campus Climate Survey
      ii. Sub-Committee on the Status of Women Report
      iii. Location for Multicultural Students Organization
      iv. Map of Gender Neutral Bathrooms

4. Set priorities for action this semester.
   a. Proposal for an Inclusivity Statement
   b. Four areas for each Dean and each program area to address
   c. Present policy statements coming out of committees—module on racial tolerance, sexual harassment, disability awareness, homophobia—and present to Faculty Senate and/or unit heads. If Faculty Senate passes a resolution, it has to happen. This method is how changes are made in campus climate.

The meeting was adjourned at 4:30 p.m.

Respectfully submitted,

Greta Gaard, Chair, Affirmative Action Advisory Committee