

Diversity Council  
June 1, 2012  
Minutes

Present: L. Billionis, F. Bowen, M. Cureton, E. Dellal, C. Goode, T. Guerin, G. Hand, W. Harris, L. Hart, M. Idries, H. Kegler, M. Livingston, B. McClung, D. Meem, D. Merchant, L. Newman, K. Robbins, K. Simonson, R. Zierolf

Council Membership

L. Billionis welcomed new student leaders, L. Hart and M. Idries. He also recognized those that will be rotating off the Council the end of June; they include: J. Anthony, J. Bryan, R. Cushing, T. Kershaw, D. Meem, and B. Rinto.

System of Accountability

L. Billionis reported on the progress of integrating diversity via the system of accountability. He has observed the progress and noted it cannot always be seen but it affects decisions made throughout the university. It's happening in the annual goal setting process and is changing the culture of the university. It should be recognized the plan is a foundational document of the institution and should be regarded as an asset to push the diversity initiative forward.

M. Livingston distributed information which was given to the VP's to guide them in this evaluation process as they prepared to meet with him to review information from their diversity templates and discuss their future goals. The document outlined the expectations of the Council and the President on how the plan will be executed. He reported he has completed all the sessions with VPs except for one (Provost) and they have all gone well. Items covered in these sessions included: key learnings, best practices and 2012-13 goals. He met with Provost Ono but it was agreed that in order to appreciate the full complexity of the multiple units, the deans needed to be present. M. Livingston will join the next AOC meeting on June 20 in order to accommodate this need. D. Merchant has been part of these meetings and she reported the conversations were purposeful and exciting. T. Guerin and G. Hand shared perspectives from their respective sessions with their VP's. M. Livingston informed all that he has summarized these conversations and shared with President Williams. He will use this information when he holds his evaluation sessions with the VPs. L. Billionis endorsed these conversations as they strengthen the process and are essential to creating a model. The university now needs to broaden the full agenda to expand the commitment of diversity to all; there will be more discussion in the fall. M. Livingston reported he will be part of a budget discussion on 6/14. It was noted the best practices that have evolved from these conversations will be posted to the diversity web site.

Planning Cycle

L. Billionis noted there was no guide to follow for the Diversity Plan to become part of the university's planning cycle. This first year has been a learning process and now that the plan is established in this process, it will be included automatically. For the budget planning cycle, one needs to think 2-4 years in advance. The current strategy is to identify particular goals that require investment and develop budget proposals with the realization that some will be funded in 2012-13, some in 2013-14, etc. Funding

allocation will guide the establishment of goals for that particular year. The Steering Committee will begin outlining the process this summer.

#### Diversity Conference

L. Bilionis congratulated L. Newman on a successful event. L. Newman noted a new date had to be identified for the 2013 conference; it is March 23, 2013. She asked for assistance in promoting the conference early. She would like Council members to be leaders and commit to participate all day and encourage peers to attend or present. There is discussion underway to consider a different structure to appeal to faculty, staff and students. She is hopeful to subsidize conference fees for students to allow more to attend. The new A&S dean, Ronald Jackson, will be the keynote speaker for the next conference.

#### OSU Racial Incidents & UC Racial & Other Discriminatory Incident Team

M. Livingston shared an article that reported on racial incidents occurring at OSU. He noted that the Racial & Other Discriminatory Incidents Team has been reactivated with a new name. They have handled incidents well in the past but the team is reviewing its purpose and will be fully engaged by fall semester. Purpose: 1) respond, when appropriate, to situations making decisions quickly; and 2) serve as an educational component using advocates as needed. The original intent was to work with victims more so than the community, but that is expanding in this new configuration. D. Meem expressed concern that the name of the team may not adequately represent the full nature of the work. F. Bowen stated that team members struggled with the name and welcomes all feedback. This will be part of their communication roll out in the fall.

#### Announcements

L. Newman reported she will begin working on the Just Community brochure and welcomes all feedback for items to include in the publication.

W. Harris reported the College of Medicine has established their Diversity Council and are using the Diversity Plan and UC2019 as their guiding documents to evaluate and address diversity issues in their college. One area of concern was the accreditation agency's notice of non-compliance in this area and they are working to identify what needs to be done to meet this standard.

M. Livingston reported that beginning in the fall, Stratford will offer students a gender neutral housing option.

M. Livingston had invited R. Jackson, new A&S dean, to the meeting but he was not in town. In lieu of his attendance, he provided a statement which M. Livingston read. He will join a Council meeting in the fall.

Minutes approved by L. Bilionis and M. Livingston.

2012-13 meeting schedule will be distributed at a later date.