

Diversity Council
September 4, 2013
Minutes

Present: E. Ascher, J. Blizzard, C. Cooper, B. Elliott, G. Glazer, C. Goode, T. Guerin, G. Hand, W. Harris, M. Hughes, C. Lewis, J. Mack, B. Marshall, R. Martin, D. Merchant, L. Newman, M. Rastogi, C. Short-Thompson, L. Smith, N. Urbina, C. Witherspoon, R. Zierolf

Welcome

C. Short-Thompson opened the meeting recognizing new members and introductions were made around the table. All members were asked to state their favorite song when introducing themselves.

CDO Report

B. Marshall thanked all who participated in the Diversity Council Retreat and inquired if it would be beneficial to hold another session with the facilitators. It was agreed that holding these sessions on a semi-annual basis would be useful.

B. Marshall invited feedback on who should be invited to make presentations to the Council throughout the year. B. Zierolf recommended C. Westmoreland for her work with the McNair Program. Another suggestion is for a rep from the STEM initiative and the HHMI grant for STEM majors. Other suggestions should be sent to B. Marshall or K. Riehle by Sept. 6.

B. Marshall noted the section of the web site, "Why It's Hot" and asked for stories to be sent to her (250 words with a picture) about faculty, students, staff or programs. These stories can be sent continually as this is a rotating feature on the web site.

B. Marshall reported the VPs and Deans have been submitting their diversity accomplishments and 2013-14 goals. This data is being aggregated and will be disseminated to the appropriate committees. She will begin meeting with the VPs over the next two weeks to review their data and focus their priorities. She and R. Martin have been meeting individually with the deans.

B. Marshall reported the RFP is in progress to facilitate the climate survey to prospective vendors. She anticipates conducting the survey in the October/November time frame. It will go to students and employees but not alums as Alumni Affairs will conduct their own assessment.

The Diversity Conference Planning Committee continues to meet in preparation for the April 2 event. It is the hope that university senior leaders will financially support the conference to eliminate the registration fee for UC students, faculty and staff. Community members will continue to pay the fee.

Members who did not receive a copy of the book, "The Phoenix Principles" were given copies. It is a good resource and provides a sense of renewal for those engaged in diversity work.

B. Marshall shared that the organization, BRIDGES for a Just Community, dissolved the end of August. They coordinated the annual Walk for a Just Community every October, and she asked for input on whether this is an event that the university should take over as a diversity initiative. It was suggested that it continue to be a community event with proceeds dispersed in the community rather than benefitting UC as this would detract the community-wide participation. It was a big student event drawing from other schools such as Xavier, NKU, etc. It could possibly tie into the UC/Xavier/Freedom Center partnership that stemmed from the Crosstown Shoot-out. The event should continue to be held in the fall rather than the spring event if this current year is missed given the timing. Consideration needs to be given if this fits into our strategic plan and not be a distraction from the diversity plan goals. B. Marshall will take all feedback into consideration, explore options and return with a proposal.

B. Marshall reported on a new partnership with Teach for America who is interested in diversifying their teaching core. President Ono will be hosting an information session in October. Once information is available, it will be shared with the Diversity Council so members can attend. D. Merchant advised that the Career Development Center works with TFA to recruit students.

The Women's Book will officially launch their publication on Sept. 18. UC will have an ad featuring Provost Davenport. Additionally, during Women's History Month in March, the organization will bring in some of the profilees for an event.

E. Ascher is the chair of the Circle of Red, a Go Red initiative of the American Heart Association, and is working with SALD to bring an initiative to the student body on educating women on heart disease. It was suggested that if we assume responsibility for the Bridges Walk there could be a partnership with the AHA and the Wellness Center.

Shout Outs

- W. Harris and C. Lewis for hosting a back to school event for medical students.
- G. Glazer's New Year Day celebration for students.
- B. Zierolf for the Yates Fellow Dinner.
- B. Elliott for the Asian and Hispanic welcome events.
- D. Merchant and J. Blizzard for Convocation and the many Welcome Week activities.
- R. Martin for new faculty orientation.
- C. Goode for handling all the student issues in One Stop.
- C. Short-Thompson for teaching a class in addition to current role.

Faculty Update

R. Martin reported she and B. Marshall have been visiting the deans to discuss their diversity initiatives and asking them to identify one or two goals they want to accomplish this year. This strategy allows them more time and resources to focus on their goal(s). She highlighted a few themes from these sessions: student recruitment, additional scholarships for underrepresented populations, how to recruit academically prepared students and capture their financial aid, how to make the admissions process more efficient, additional resources for diverse faculty and staff recruitment, dual career assistance, need for diversity training to facilitate meaningful diversity conversations, data to facilitate informed planning (this is coming in the diversity portal), how to ensure success for underrepresented students.

G. Glazer asked about out-of-state recruitment efforts and if there is a coordinated effort with the Admissions Office and if scholarships are coordinated between Admissions and the colleges. It was recommended that C. Miller be asked to present to the Diversity Council to address this and other recruitment initiatives. It was also suggested that R. Martin present on the Five Year Enrollment Plan.

J. Blizzard shared an update on his partnership with Admissions to utilize current students to recruit prospective students. M. Hughes shared information on alumni working with Admissions also. Given these many outreach efforts, it is unclear if they are coordinated in a comprehensive plan. It feels like people are working in silos and not collaborating.

Announcements

L. Smith invited all to the LGBTQ Meet & Greet on 9/5. Also, on 9/6 her office is partnering with the Libraries and RAAP for a panel discussion on how far we've come in the LGBTQ community since the 1970's using the principles in the Justice (common reading) book.

N. Urbina reported Hispanic Heritage Month is 9/15-10/15 and there will be several activities. B. Elliott will provide a calendar of events which will be forwarded to the Council.

C. Witherspoon reported on many welcome sessions at UC Blue Ash – international student orientation, multi-cultural reception, and Mexican-Independence Day.

B. Marshall shared several events: LULAC Gala on 10/4; the Hispanic Scholarship Fund Gala on 10/11, conference at Wright State University on 10/3-4 (she will fund the registration fee); and Akwaaba on 9/8, 4-7 in the Great Hall.

*Minutes approved by B. Marshall and C. Short-Thompson
Distributed: 9/16/13*

2013-14 Meeting Schedule -- Time: 8:30; Location: 320 UP (NOTE 2 EXCEPTIONS)

October 2* (Annie Laws)
November 6* (Annie Laws)
December 4
January 8
February 5
March 5
April 9
May 7
June 4