

Diversity Council
December 13, 2007
Minutes

Present: E. Abercrombie, C. Berryman-Fink, L. Bilonis, G. Dent, S. Downing, K. Faaborg, G. Hand, A. Ingber, H. Kegler, A. Leonard, M. Leventhal, M. Livingston, B. Marshall, R. Martin, M. McCrate, D. Merchant, C. Miller, L. Mortimer, E. Owens, N. Pinto, B. Rinto, K. Robbins, K. Simonson, M. Stagaman, G. Wharton

Absent: E. Akpinar, C. Collins, M. Hall, J. Heisey, D. Meem, J. Radley, M. Spencer

Sub-committee Members: J. Burdick, S. Butler, C. Castillo, L. Cheng, C. Goode, T. Guerin, T. Jones, J. Morgan, K. Ramos (rep), L. Santa Maria

Opening

C. Berryman-Fink opened the meeting and welcomed the sub-committee members and highlighted the items that would be covered in the meeting:

- Clarifying the charge to sub-committees and talking about a common reporting format to be used by sub-committees at future Diversity Council meetings.
- Revisit assumptions of planning and progress on communications.
- Baseline inventory of diversity initiatives and practices reported by Cabinet and Deans.
- Update on budget allocation.
- Review of mission statement given feedback from Provosts.
- Creation of fifth sub-committee dealing with some of the larger issues of the Diversity Council; members include C. Berryman-Fink, M. Livingston, B. Marshall, G. Hand and L. Bilonis.

Sub-committee members were introduced.

Chief Diversity Officer Report

M. Livingston opened his report referring to Mark Bowen who is a photographer with the *Cincinnati Business Courier* and was present to record video footage for an article that will appear in a special edition devoted entirely to diversity work in the Cincinnati area on 12/28 and on Channel 9's Business Beat scheduled for 12/30. The reporter was interested in the partnership between the university and the Bridges organization.

He and C. Berryman-Fink have met with three of the governance groups: Faculty Senate, Graduate Student Governance and the Deans Council. A copy of the PowerPoint used at these presentations was distributed. GSGA was requested to establish a committee to address diversity for graduate students. Feedback from all groups has been very positive. The deans were engaged, energized and expressed concern about the budget and assessment data. They did request more representation from the east campus and will be forwarding additional names. Once that information is received, it will be forwarded to K. Faaborg.

M. Livingston reported N. Zimpher has distributed the letter to Cabinet and Deans requesting information of their diversity initiatives with a due date of January 15th. This information will help each of the sub-committees.

M. Livingston reported E. Akpinar shared with him diversity information from a national organization. Fifth Third (Ed Owens) is sharing information of their work at the bank.

Charge to Sub-committees

C. Berryman-Fink reported the Council has been asked to develop a five year plan for implementing the Diversity Task Force recommendations and expanding those recommendations over time to broaden the definition of diversity from race and ethnicity to a larger definition. Phase I will deal with no cost items that the Leadership Sub-committee will handle beginning with the distributed list of 12 no cost recommendations. Sub-committees need to begin work on Phase II by prioritizing their low cost recommendations that deal with race and ethnicity first. A complete listing of recommendations is located under tab six in the resource book. When developing the plan, items to keep in mind are: how the recommendation will be implemented/ accomplished, responsible party, time frame, measurable outcomes (indicators), and cost. Some of these recommendations will be owned by multiple sub-committees which will require interaction among the affected groups. Even though there is a separate sub-committee for accountability and assessment, each sub-committee should address this issue. M. Livingston stated it is the goal to roll out Phase I activities by the first part of the calendar year.

Template for Sub-committee Reporting

B. Marshall distributed a draft document that would guide the sub-committee's reporting at the monthly Diversity Council meetings. All agreed it would be helpful. She will send it to all members electronically.

Communication Plan

C. Berryman-Fink reported by communicating with the larger community in the governance groups they have learned conversations are occurring in various staff meetings throughout campus. All feedback has been very positive and there is much excitement, interest and a willingness to participate. Communication has begun and it is spreading. M. Livingston stated at the Faculty Senate meeting, two senators expressed appreciation that this initiative is moving forward and it is being owned by others on campus. Additionally from the Senate meeting, an inquiry arose about the membership of the Council and if terms would be assigned to members. This will be addressed later.

B. Marshall reported the web site is in the quiet phase and has not gone live yet. She reviewed the items that will be part of the site and stated she would like to include pictures and a brief bio of each Diversity Council member. She will be in touch with all members to request this information. Once the site goes live, she will notify all accordingly. Web site address is www.uc.edu/diversity. A blog site will be part of the

site. It was suggested that a feedback link (similar to UC is Listening) be included so those interested can communicate accordingly.

Abie Ingber cautioned all that the role of the Council is not to produce programs but change the culture and the focus should not get caught up in just programming and/or demographics.

G. Hand stated the communication planning document focuses on the issue of changing the culture. Within that goal there needs to be recognition it is very difficult to change the culture intentionally; the culture itself needs to change. The inventory request, web site and governance group visits are all consistent with the plan with the intent to change the culture. Now the details on how to support the message process need to be developed. The Diversity Council members are the primary mechanism in the message process – person to person communication. It requires everyone's involvement. There is the necessity of feedback for interactive communication to take place as well as behavior. It's not just words, but behavior. It's not just about awareness, but understanding of what is going on in order to have success.

M. Livingston referenced the second page of the PowerPoint presentation, titled Point to Ponder, which leads each discussion about culture inclusion.

2007-08 Budget

M. Livingston reported he has received approval on the budget for the current year. The Finance Office did request a summary of how the funds will be spent prior to their release. The sub-committee chairs will need to provide a list of low cost items in priority order for review by M. Livingston and C. Berryman-Fink in order to respond to this request. An email will be sent with further details. These funds are only for '07-08; the budget for future years is to be developed in conjunction with the five year plan.

C. Berryman-Fink asked for sub-committees to have Phase I recommendations in priority order along with budget needs by January 18th with the intention to implement right away.

Mission Statement

The draft statement was distributed to Cabinet and feedback has been received from the Provosts and incorporated into the document. Copies were provided with the feedback highlighted in red. The document will be discussed at the January 18 meeting with the Cabinet before submittal to the Board for final approval.

Diversity Inventory

At the Deans Council meeting, they were urged to distribute the inventory request to all their department chairs so all units can report their initiatives and be fed upwards.

Minutes approved by C. Berryman-Fink and M. Livingston.

Future Meetings (all at 10:00 am)

February 14

March 13

April 9

May 22

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